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NEWS: EUROPE

French PM attempts to defuse nationwide protests with package aimed at unemployed

Jospin to unveil plan to help jobless

By David Owen in Paris

Lionel Jospin, the French prime minister, is expected today to unveil new measures designed to end the protest by unemployed people that has put his cabinet's unity under strain.

Mr Jospin's personal initiative to defuse the situation got under way yesterday with a succession of meetings with employer, union and - significantly - representatives of the unemployed.

In a statement announcing the meetings, the prime minister's office acknowledged that the pro-

tests had revealed "certain deficiencies in our systems for dealing with urgent social situations in a society weakened by unemployment."

The government wanted to find "immediate concrete improvements for these urgent situations and, over and above that, the direction for lasting reforms, notably through legislation currently under preparation to fight against exclusion from society".

Martine Aubry, employment minister, has indicated that a bill, which has involved preparation by 19 ministers, would be presented to

cabinet in the spring.

In Paris, a group of unemployed people occupying the city's social action centre since December 30 decided to evacuate the premises after local authorities were said to have offered a one-off payment of FF10,000 (S165) for those with family responsibilities and FF800 for those without.

But other welfare offices remained under occupation, while a branch of Crédit Lyonnais, the state-owned bank, was occupied in Montpellier, southern France, and some rail services were disrupted in Toulouse.

Jacques Chirac, the Gaullist president, chose this awkward moment for Mr Jospin to deliver a strongly worded warning about the dangers of leaning too heavily on the public sector for job creation.

"One day or another, the day of reckoning will come," Mr Chirac told an audience of business and trade union leaders. "How can we bankrupt the state at so high a level without slowing economic activity and employment through excessive taxes?"

Mr Jospin must tread a delicate path in deciding his response to the protests. Some money could

probably be found, provided that the government's projection for 1998 economic growth of 3 per cent proves well-founded.

But the government must take care not to jeopardise its ability to remain within the budget deficit limits necessary to qualify for European monetary union. Mr Jospin must also consider the effect that concessions might have on other special interest groups.

With more than 3m unemployed, meeting one of the protesters' chief demands - for a FF10,000 year-end bonus - would cost about FF3bn. Right man on wrong path, Page 18

Row over German bugging proposal

By Peter Norman in Bonn

A compromise agreement among Germany's main political parties to allow the controlled bugging of private homes ran into a storm of protest yesterday.

Representatives of doctors, lawyers and journalists, who would be brought within its net, threatened resistance, including challenges in the constitutional court. The police complained that the proposed rules were too weak.

After eight hours of negotiations, law and order specialists from the centre-right coalition government and opposition Social Democratic party (SPD) reached agreement late on Wednesday on the outline of a constitutional amendment that would allow electronic surveillance of homes in the battle against crime.

"This is a decisive step towards fighting crime more effectively," said Manfred Kanther, interior minister.

The agreed formula is intended to secure the two-thirds majority in parliament needed to amend Article 13 of Germany's basic law, which guarantees the sanctity of the home. It triggered sharp criticism from the environmental Green party and from parts of the SPD and the Free Democratic party (FDP), the junior government coalition partner.

Plans to introduce bugging have been a running sore for the centre-left of German politics for some years and forced Sabine Leutheusser-Schnarrenberger, a member of the FDP's leftwing, to resign as justice minister in December 1995.

This week's compromise would ban bugging of priests in pastoral discussions, of consultations between defence lawyers and clients, and of parliamentarians in their official capacity. But other professions subject to rules of confidentiality such as advocates, doctors and journalists would be liable to surveillance - but only in special circumstances.

"This represents a massive violation of constitutional protections and editorial privacy," said Hermann Meyer, chairman of the German Journalists' Association. "Informants will no longer feel safe talking with journalists in their homes or in their offices. We will not lie down and accept the loss of this press freedom."

The Bundestag, the lower house of the German parliament, is due to vote on the compromise at the end of next week after it has been considered in the Bundestag legal affairs committee and by the various parliamentary parties.

Pledge to protect Schengen pact

By David Buchan in London and James Blitz in Rome

European Union leaders yesterday pledged action to try to prevent the influx of Kurdish refugees into Italy from harming the Schengen free-travel pact and from further poisoning the Union's relations with Turkey.

At the same time, police chiefs from countries including France, Germany, Italy and Turkey met in Rome to discuss co-operating to stem further Kurdish migrations to the Italian coast. The meeting was expected to agree ways to identify clandestine immigrants who do not make formal applications for political asylum.

After an event in London to inaugurate Britain's EU presidency, Tony Blair, UK prime minister, and Jacques Santer, European Commission president, said they would jointly present proposals to EU foreign ministers at the end of this month. The aim would be to help Rome cope with more than 1,200 Kurds who landed in southern Italy last week, and prevent any uncontrolled



Necati Bilicic (right), Turkey's police chief, and Turkish delegate Ercet Tezcan in Rome yesterday to discuss ways of stemming Kurdish migrations to the Italian coast

flow of refugees to Italy's Schengen partners.

The UK does not belong to Schengen, but it was agreed last summer that the EU should take over running the convention, under which most continental European states have removed checks on internal borders to return

for tighter security on external frontiers.

"It is very important to realise that while Europe cannot be a fortress it is not only for the free movement of people within Schengen but for the security of people inside Schengen," said Mr Santer yesterday.

Mr Santer also said "the latest figures show" a 17 per cent cut in the crime rate within the Schengen zone.

According to Commission officials, money already exists to help Italy tighten coastal security, but it is tied to a convention on EU external borders that is blocked

Fears mount over Italy's back door

For the Italian government, the current crisis over Kurdish refugees - and diplomatic tension with Germany - could not have come at a more unfortunate moment.

Over recent years, a succession of Italian ministers has been desperately trying to get the country admitted to the Schengen group of European Union states which operate open borders and allow free passage of individuals.

At the end of last year Romano Prodi's government finally gained admission. But just weeks before Italy's land borders with France and Germany are to be opened, the arrival of more than 1,200 Kurdish refugees on Italy's southern coast has re-ignited fears that Rome might not be a reliable member of Schengen.

German officials have expressed concern over Italy's alleged "open door" policy on refugees, in light of comments by Oscar Luigi Scalfaro, Italian president, that Kurdish refugees would be greeted with "open arms" by Italy - even though many want to travel to Germany, where some 400,000 are already in residence.

Manfred Kanther, German interior minister, insisted that Italy provide "concrete results" not just "diplomatic assurances". There has been speculation that France and Germany might tighten their borders with Italy rather than move to a full

"softer" on immigration control than other EU states.

However, the interior ministry says policy has become tougher, claiming that while Italy has only about 35,000 refugees from the former Yugoslavia, Germany has some 150,000.

Where Italy is vulnerable to criticism is the existence of a loophole in its immigration law. At present, any refugee arriving in Italy who fails to apply for political asylum is given an expulsion order and granted 15 days to appeal. The interior ministry admits that, during that period, up to 90 per cent of the recipients go into hiding.

Legislation that would end the flight of these "clandestines" should be enacted by the end of this month. The new immigration law would ensure that people who receive the 15-day expulsion order are kept in police custody before leaving Italian territory. The Kurds currently on Italy's Mediterranean coast are also being persuaded to apply for asylum so they can legally remain within official custody.

None of this is to suggest that Italian policy is water-tight. "Italy has come late to immigration policy," admits the EU official. "But for Germany and France to put up the barriers now in the face of an influx of 1,200 Kurds would be an over-reaction to say the least."

James Blitz

Turkish Kurds take part in hunger strike

By Kelly Couturier in Ankara

Going blind, numb in their lower limbs and no longer able to take fluids, 13 inmates were near death yesterday in a hunger strike in two maximum-security prisons in the eastern Turkish city of Erzurum, according to human rights activists.

The 13 are among an estimated 370 prisoners who began a hunger strike 49 days ago. An estimated 90 inmates are currently fasting in protest at prison conditions.

The strikers are demanding that abusive prison staff be transferred, that they be allowed to circulate freely among wards, and that they be granted longer visiting hours and free contact with relatives. They also oppose plans by prison administrators to separate the inmates into private cells.

Most protesters are members of the Kurdistan Workers party (PKK), the guerrilla group waging an armed insurgency in south-eastern Turkey. Turkish officials have often complained that PKK inmates recruit members from inside the prisons.

"They want to turn the prison into a terrorist camp. We cannot allow that," the Erzurum chief prosecutor, Hakkı Koylu, said after talks between prison officials and strikers broke

down. As the strikers' health deteriorated, rights activists urged them to end the protest. Oltan Sungur, the justice minister, said those in a critical condition would be taken to hospital, "whether they wanted to go or not".

The prison hunger strike underscores the continuing strife in Turkey's troubled south-east, where the 13-year civil war between government forces and the PKK drags on. Ankara's military approach to the conflict and refusal to grant cultural rights to the sizable Kurdish minority has been an irritant in Turkey's relations with the European Union.

Turkey froze political dialogue with the EU last month after being left off the list of formal membership candidates at the EU's summit in Luxembourg. Ankara was told it must make progress on solving the Kurdish conflict, improving human rights and resolving its disputes with Greece before its candidacy could advance.

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NEWS: EUROPE

US envoy to discuss Albanian unrest

Kosovo conflict may spread in Balkans

By Guy Dimmore in Belgrade

Robert Gelbard, the US special envoy for the Balkans, will next week make his first visit to Serbia's southern province of Kosovo, where unrest among ethnic Albanians has raised fears of a wider regional conflict.

These concerns have been heightened by a statement from a militant separatist group, the Kosovo Liberation Army, which said it had extended its operations for the first time to neighbouring Macedonia.

Serbian newspapers yesterday reported a claim by the group that its members had exploded bombs outside a court building in Gostivar in western Macedonia on December 16, and near two police stations in the central towns of Kumanovo and Prilep on January 4.

The Macedonian authorities denied the Kosovo group was responsible but gave no indication who was behind the incidents. Police killed three ethnic Albanians during anti-government riots in Gostivar last July, but Macedonia, where Albanians make up nearly a quarter of the population, has generally been spared the growing violence in Kosovo.

Politika, an official Serbian newspaper, said the Kosovo Liberation Army, which it described as a paramilitary terrorist organisation, had killed about 60 police and civilians in Kosovo over the past two years.

Albanian political leaders in Kosovo deny all knowledge of the group, but say they believe it is funded and organised by Albanian exiles in Germany and Switzerland, using arms smuggled from Albania.

Turkey's energy sell-off faces power of courts

Legal offensive puts privatisation plans in doubt, reports John Barham

Turkey's multi-billion dollar strategy for privatising and modernising its energy industry is in jeopardy, thanks in part to Gokhan Candogan, a 26-year-old lawyer who graduated from university only three years ago.

He belongs to a team of lawyers, politicians, and engineers determined to defend the public sector by fighting in the courts every law, directive and decree allowing private capital into the energy industry. The industry has remained under absolute state control for more than 70 years, but the government says Turkey needs foreign investment to avoid an imminent collapse in power supplies.

However, Mr Candogan says: "Privatisation should be done [according to] the constitution, but [ministers] just want to do things the way they want to. American companies bring laws

to the ministers and make them sign, but the ministers do not understand the law." He believes foreign investors would push up electricity prices "and take the profit to their countries. Turkey should carry out these projects alone".

He has filed court petitions demanding a halt to construction by foreign companies, such as Siemens of Germany and Britain's National Power, of 18 power stations worth about \$10bn. He and his client, the Chamber of Electrical Engineers, want a planned transfer to private companies of existing state-owned power stations and distribution networks to be stopped. Mr Candogan says the constitution defines these projects as concessions and that they must therefore be monitored by the Danistay, the country's high court for administrative affairs and civil law.

This rule exists to prevent foreign investors exploiting strategic infrastructure and industry and so avoid modern Turkey suffering the same fate as the Ottoman empire, whose collapse, many Turks believe, was hastened by allowing western companies to colonise key sectors of the economy.

This legal doctrine makes it difficult to raise foreign finance, since international banks refuse to back projects subject to intervention by Turkish courts and without recourse to international arbitration.

Undeterred, courts have ordered the government to rewrite laws harnessing private capital for public projects, such as the Build-Operate-Transfer (BOT) model, first applied in Turkey in the 1980s. This allows contractors to build and operate a project such as a dam, bridge or water supply system, earn a profit and then transfer it to the state after a specified period.

If Ali Yigit, a board member of the Chamber of Electrical Engineers, claims not to have lost a single case against the government and expects to stop all further privately financed projects.

He says, "We are fighting to defend the state," and accuses the government of "sabotaging" state companies to transfer them to private investors. However, the real force behind the legal offensive is Münzür Soysal, a constitutional lawyer and leftwing nationalist politician. Working through his

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for multi-national energy companies agrees with Mr Soysal that the government must amend the constitution's restrictions on concessions before Turkey can attract substantial foreign capital. Uğur Bayar, head of the privatisation agency, recognises that previous governments drafted laws carelessly, exposing them to attack in court.

Courts have ordered the government to rewrite laws harnessing private capital for public projects

Foundation for Development of Public Enterprises, he has stalled almost every big privatisation. He once said: "What are being sold are the ports which are Turkey's gates, the factories which are the country's chimneys and the energy plants which are the country's stove. This is not privatisation. This is downright robbery, theft and plunder."

Even his adversaries admire his determination. One lawyer work-

The constitutional court has considerable sympathy for Mr Soysal's views. Yekta Güngör Özden, until recently chief justice, said: "The constitutional court always opposed applications for privatisation which would result in wasting resources for nothing."

Polls show public opinion supports the privatisation concept but suspects crooked politicians would use it to enrich themselves.

Changing the constitution will

Cracks open in Romania coalition

By Anatol Lieven

Romania's ruling coalition was bitterly divided yesterday after the prime minister, Victor Ciorbea, rejected demands to reinstate a sacked minister.

The transport minister, Traian Băsescu, was asked to resign a week ago after a newspaper interview in which he accused ministers from Mr Ciorbea's National Peasants' party, the leading coalition partner, of incompetence and of being too weak to take vital decisions on economic reform. In a lightly veiled personal attack on Mr Ciorbea, he referred to "useless cabinet meetings lasting 18 hours".

When Mr Ciorbea reorganised his government early last month, he stated publicly that no more "infantile" criticisms of the cabinet by its own members would be tolerated.

However, Mr Băsescu's Democratic party, led by the Senate chairman, Petre Roman, has refused to accept his dismissal. They were already smarting over the forced resignation of another party member, Adrian Severin, the foreign minister, a week earlier.

Mr Severin failed to substantiate allegations that unnamed leading politicians and editors were agents of foreign intelligence agencies. The Democratic party nominated as his replacement Andrei Plesu, a respected former dissident.

The Democratic Party is unlikely to quit the government. "They don't have enough seats to form a government with the opposition, and if they force early elections, they will be the losers," a western diplomat in Bucharest said.

However, the dispute has made the bad relations between the coalition partners even worse. Wrangling between them has been one reason why economic reforms are running badly behind schedule.

Chernobyl's tomb is leaking

By Charles Clover in Kiev

The cement sarcophagus covering the entombed Chernobyl reactor, 120km from the Ukrainian capital of Kiev, is in poor condition and in urgent need of repair, according to the deputy general director of the reactor, Valentin Kupny.

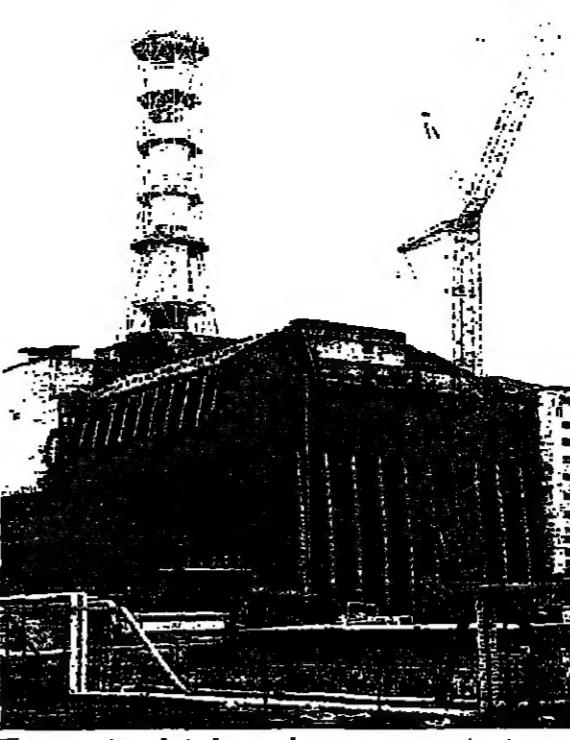
In an interview with the Financial Times yesterday, Mr Kupny said: "All I can say is that the situation has worsened considerably."

He added: "I cannot say how dangerous this is. We haven't done a risk assessment. We have only done quantitative measuring... I am not trying to frighten anyone. I am only trying to make people aware of the facts."

Last year was the first in which the engineers at the reactor used instruments to measure the deterioration of the cement structure, which was put in place after the reactor exploded nearly 12 years ago, spreading radiation throughout the region.

Hundreds of thousands of people in Ukraine and neighbouring Belarus had to be resettled.

The cement sarcophagus covering the entombed Chernobyl reactor, 120km from the Ukrainian capital of Kiev, is in poor condition and in urgent need of repair, according to the deputy general director of the reactor, Valentin Kupny.



The concrete and steel sarcophagus covers reactor 4

cause bureaucratic delays. "The work is progressing as fast as was envisaged," said Lars Larsson, director

for nuclear safety at the EBRD. Mr Larsson said that physical work would start as early as next summer.

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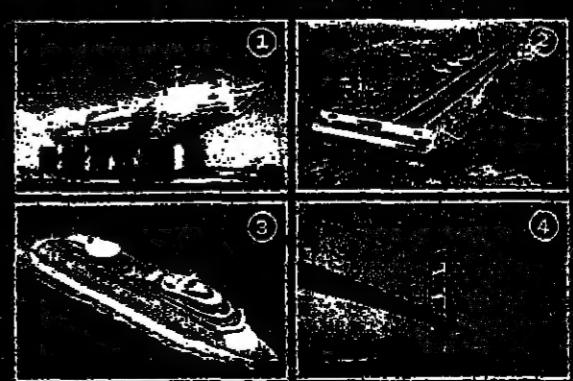
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NEWS: WORLD TRADE

UK aims for motor sport export drive

By John Griffiths

in Birmingham

The UK's motor sport industry yesterday launched its first concerted export drive with the country's Department of Trade and Industry (DTI).

The venture, which is receiving substantial but undisclosed assistance from the DTI, is targeted initially at Japan, with North America likely to follow next year.

It will aim to reinforce the UK motor sport industry's position. Chris Aylett, chief executive of the Motor Sport Industry Association, said yesterday.

He was speaking at the unveiling of the project at Autosport International, the UK's annual showcase for the motor sport industry in Birmingham.

Up to 40 motor sport companies are expected to take part in a motor sport trade

mission to Japan in May. This will be followed by a substantial presence at a British Motor Show to be held in Yokohama in October as finale to Festival UK 98, a series of events throughout the year promoting the UK and being attended by Tony Blair, the prime minister.

The initiative follows several by the DTI which have sought to promote new business between carmakers

inside Japan and the mainstream UK components industry as part of efforts to improve the components sector's overall competitiveness.

It has concluded, however, that there is little prospect of mainstream parts makers supplying Japanese vehicle makers with components anywhere else but at their UK "transplants" and that the motor sport sector, which employs some 50,000

at 4,000 companies in the UK and has a turnover of £1.5bn (\$2.4bn) a year, offers a much better prospect for direct export.

Motor sport has become a substantial leisure industry in Japan and is creating a growing market both for complete car exports – one of the country's most senior single seater championships uses only UK-built Lola cars – and for motor sport related after-market goods.

Large retailing networks, such as the 450-outlet Autovacs and Toyota-controlled Tacti chains, have been created in recent years to cater to car enthusiasts.

DTI officials believe that if UK motor sport companies can develop a firm base in Japan, they will be well placed to exploit markets in south-east Asian states, whose motor sport sectors are just starting to develop.

Component suppliers, Page 8

Weak yen and low spending hit Japan's imports

By Michiyo Nakamoto in Tokyo

Car imports in Japan have fallen for the first time in five years, highlighting the impact of a weak yen and depressed consumer spending.

Sales of imported vehicles fell nearly 15 per cent in 1997 to 364,882 units, according to the Japan Automobile Importers' Association, reversing recent gains in the Japanese market. The trend, coupled with an export drive by Japanese

carmakers, renews concerns about friction between Japan and its trading partners in the west.

Imported vehicle sales declined as Japanese manufacturers reduced reverse imports from manufacturing plants abroad and foreign companies suffered from a sharp downturn in demand in a weak economic environment.

Japanese vehicle makers, which had been importing their US-manufactured cars while the yen was strong, have sharply reduced

reverse imports. Toyota's reverse imports from the US were 72 per cent lower while those of Honda declined 37 per cent.

Meanwhile, overall foreign imports were nearly 7 per cent, down with those of the US Big Three suffering worst.

Ford's sales in Japan dropped by nearly 40 per cent to 8,853 units, while both Chrysler and GM suffered falls of about 11 per cent.

European car manufacturers, which had enjoyed huge gains in

Japan until recently, also came under pressure. Volvo suffered a 20 per cent fall year-on-year. BMW managed to avoid a decline because of new imports from its US facility. Sales of Opel, GM's European arm dropped 10 per cent.

The US car industry has called on the US and Japanese governments to address the impact of the weak yen and weak domestic consumption on trade relations.

"A more realistic yen-dollar rate would benefit both economies and help avoid renewed trade friction," said Andrew Card, president of the American Automobile Manufacturers' Association. Continuing reliance on the weak yen and exporting its problems would hurt both the Asian region and the US-Japan trade relations, he warned.

In the US car market, Japanese cars beat the Ford Taurus to become the first and second best-selling cars last year. Toyota's Camry was best-selling car, followed by the Honda Accord.

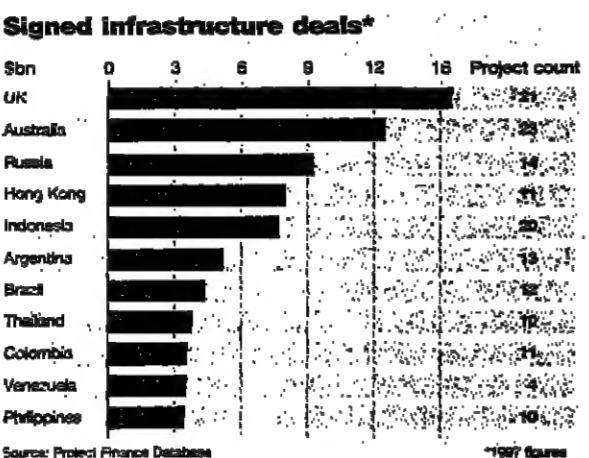
Bankers face hard times as projects slip away

Bankers face "being thrown out into the streets" as international banks rationalise project finance operations in the wake of the Asian currency crisis. Peter Luchetti, global head of project finance for Bank of America, warned this week.

He said that there had already been job losses in Hong Kong and that more were expected this year as investors, banks and governments re-evaluate infrastructure investments.

Asia has provided business opportunities for international lenders, investors and operating companies as rapidly expanding economies have sought billions of dollars of private sector investment to improve grossly inadequate power, water, telecommunications and transport systems.

The recent financial crisis however has led to a number of prestige schemes being cancelled or postponed. This trend seems likely to continue as authorities struggle



to meet the tough budgetary requirements of the International Monetary Fund and World Bank.

So far, the region's problems have failed to dent demand for project finance in other key markets such as eastern and western Europe and and south America. Bankers, including Mr Luchetti, however, are concerned that the Asian down-

turn could still have a "knock-on" effect on the global economy.

A survey of 800 international banks, published today by the London based Project Finance magazine, reports that private sector lending for infrastructure projects in the Asia-Pacific region more than halved from \$76.26bn in 1996 to \$34.47bn last year. Lending

globally declined from \$223.9bn to \$151.47bn.

The largest market, measured by total cash raised last year, was the UK, accounting for deals worth \$16.6bn. European and US water, power, prisons, hospitals, railway and toll road companies are members of consortia which have won concessions under the British government's expanding private finance initiative.

The drive to privatise previously state-owned services in eastern Europe is also providing opportunities for bankers and investors with project finance deals worth \$18.36bn closed last year compared with \$15.54bn in 1996 according to Project Finance.

Latin America accounting for deals worth \$27.38bn was the third biggest market in 1997 behind Asia-Pacific (\$34.47bn) and western Europe (\$31.11bn).

Brazil, where a large privatisation programme is under way, has been a par-

ticularly strong market. State assets worth some \$80bn are proposed to be sold over the next few years.

The newly created capital hungry electricity and telecommunications companies are planning ambitious expansion programmes that will require additional financing by bankers.

VBC Energia which bought CPFL, the São Paulo electricity company, is currently arranging a \$600m loan through ABN Amro and Banco Santander.

Large dollar-producing oil and gas projects continue to attract strong international investment interest. Credit Suisse First Boston recently led a \$1bn bond issue and \$450m syndicated bank loan to support a \$2.3bn Venezuelan investment by Petróleos de Venezuela (\$34.47bn) and western Europe (\$31.11bn).

A series of similarly large projects in the Orinoco oil belt in Venezuela, which will

require financing, are planned by joint ventures involving Mobil, Total, Norsk Hydro and Statoil.

Transport and water projects which rely on customers paying in local currencies, are likely to find it even more difficult in the present climate to attract international support.

Jonathan Scott, executive director at SBC Warburg Dillon Read, said: "The total market may turn down in the short term, but demand for private finance can only increase with authorities no longer able to fund the infrastructure needs of modern economies from the public purse."

Peter Luchetti of Bank of America supports this view but says that lending rates and spreads on project bonds, which increased sharply last year, will continue to remain high. A number of projects may also find themselves gathering dust in the pending file.

Andrew Taylor

Period of gentle rapprochement seen as best way to break down decades of distrust

US welcomes Iranian call for dialogue

By Nancy Dunne in Washington

The US said yesterday it would consider cultural exchanges between US academics, writers, artists, journalists and tourists as proposed on Wednesday night by Mohammed Khatami, the Iranian president, in a ground-breaking CNN interview.

Mike McCurry, White House spokesman, went beyond the initial cautious State Department response welcoming the "many positive remarks" about the US.

"We welcome the fact that he wants a dialogue with the American people and with two great civilisations," Mr McCurry said. "That can be useful. But it's also

important to stress that the best way for issues to be addressed is for governments to talk directly."

However, asked if he thought President Bill Clinton would ever visit Iran, he said: "Not in my lifetime."

Mr McCurry said US visa restrictions would be reviewed to allow for cultural exchanges proposed as a way to break down two decades of distrust between the American and Iranian people. The proposal mirrors the route taken by the US and China, during a period of "ping pong" diplomacy, which ultimately led to diplomatic relations.

A period of gentle rapprochement could give both the US and Iranian presidents time to deal

with their respective critics. Senator Sam Brownback, a conservative Republican said: "Iran must change its actions – not just words – before we consider changing US policy toward this rogue nation. I will not support any changes or lifting of sanctions on Iran until we see measurable improvement in Iranian behaviour."

There was indignation about Mr Khatami's reference in the interview to Israel as a "racist terrorist regime". Congresswoman Jane Harmon, a California Democrat, said she did not excuse the remarks about Israel but "I think this is a forward kind of rhetoric".

In the meantime, Mr Clinton

must soon decide whether to impose sanctions on the French energy giant Total and two partners for investing in Iran. The so-called "D'Amato law" gives him considerable flexibility. Mrs Madeline Albright, secretary of state, must soon decide if the investment violates the law, and there is little likelihood that she will decide that it does not. She can then impose sanctions, waive them in the national interest, or take 90 days to negotiate with the governments of the offending countries.

She can even decide she has made progress and add another 90 days to the process. At the conclusion, if relations with Iran are improving, she could conceivably cite this as a reason for a waiver.

Stuart Eizenstat, State Department undersecretary for economic affairs, has already begun a process designed to reduce the use of economic sanctions. He said on Wednesday he had set up a special "sanctions team" which would assist in decision-making.

Sanctions would be imposed only as a last resort of diplomatic measures had failed to achieve the desired end.

Multinational action would be sought rather than US unilateralism. The sanctions would be designed specifically so that the targeted companies would suffer, along with US companies which lose business as a result of US retaliation.

Netanyahu gambles on hard economic line

Israel's PM wants to delay polls to show the benefits of restructuring, writes Judy Dempsey

Before David Levy resigned as Israel's foreign minister last Sunday, Benjamin Netanyahu, the prime minister, spent days explaining to him why it was necessary to cut this year's expenditure by Shk2.3bn (\$848m).

The government, argued Mr Netanyahu, had inherited from the former Labour government a deficit of Shk15bn, an inflation rate of 11 per cent and prime interest rates of about 18 per cent.

The whole point of the 1996 budget, he added, was to control fiscal policy. Over time it would lead to lower interest rates, lower inflation and eventually a lower tax burden. Surely, the less well-off would benefit.

Since Mr Netanyahu was elected 19 months ago, inflation has fallen to 8 per cent, still considered too high by economists, while the key lending rate has fallen to 13.4 per cent.

Economic growth, however, has slowed from 4.4 per cent in 1996 to 2 per cent last year because of a tight monetary policy, moderation in export growth, falling immigration and a collapse in net tourism receipts following bomb attacks and a stalled peace process.

As head of Gesher, one of the small coalition parties which draws its support from the less well-off – mainly Oriental Jews – Mr Levy wanted to show he was the champion of the unemployed. He was not persuaded by Mr Netanyahu's arguments.

If that meant resigning, and threatening the future stability of the government, Mr Levy's supporters calculated Gesher would only gain from such a decision.

"His support would rise if elections were held soon," said one of his aides.

But after the Knesset voted for a budget aimed at cutting the deficit to 2.4 per cent of gross domestic prod-

ucts, Mr Netanyahu – despite the increased vulnerability of his coalition caused by Mr Levy's resignation – will try to hold off for as long as possible before calling elections.

"Putting aside the peace process, if elections were called today, Levy would gain because unemployment is rising. Netanyahu needs time to turn around the economy. He will go to the polls when he can tell people they are better off under Likud," said an adviser to the prime minister.

It is a gamble. Unemployment is rising, edging towards 9 per cent of the labour force. Daniella Finn, chief analyst at Ilanot-Batu-

cha Investments, said this could make it difficult to meet the 1998 budget deficit target. "Tax revenues will fall while the cost of growing unemployment will rise. Fiscal policy will come under pressure."

But Mr Netanyahu, and especially Yaakov Neeman, the finance minister, seem determined to maintain a tight fiscal policy even if it means tolerating higher unemployment. They believe rising unemployment is one of the prices to be paid for restructuring the economy.

Mr Netanyahu wants to move away from low value-added labour intensive industries to high-tech sectors which can be competitive on world markets.

This shift started under the former Labour government but accelerated under Likud as more textile companies moved production to neighbouring Jordan, Egypt and over to Turkey as well. "If we want to compete, we have to cut costs at home," said Dov Lautman, chairman of Delta, Israel's leading textile group.

He can already see results. The cost of international telephone calls has fallen by at least 70 per cent over the government last year dismantled the monopoly held by Bezeq, the state-controlled telecommuni-

cations group. And backed by Mr Neeman and David Tadmor, head of the anti-trust authority, Mr Netanyahu is chipping away at cartels and monopolies which have dominated the economy since Israel was founded 50 years ago. He has also pledged to continue with privatisation, including the defence and utilities sectors, bastions of the Histadrut trade union.

Mr Netanyahu wants to break the elites which control the economy. He wants to give people more choice and access to cheaper goods and leave more money in their pockets to spend.

He explained an economist from the Bank of Israel, the central bank. "But I don't know how far he can go, given the instability of the government and the hostility of the unions and industrial lobbies to structural reform."

Another economist from a leading trading house went further. "Netanyahu is good for the economy. He's beginning to get into his stride. But if the truth is known, when foreign investors ask me what's going to happen here, I tell them more and more the days of the government are numbered." If so, Mr Levy's Gesher party could be the first to gain.

NEWS DIGEST

Kenyan finance minister moved

Musalia Mudavadi, regarded as a leading architect of Kenya's economic reform programme, yesterday lost his job as finance minister in a move certain to alarm foreign donors anxious to see the country's faltering liberalisation continue.

According to a new cabinet list announced three days after President Daniel arap Moi was sworn in for a fifth term, Mr Mudavadi becomes agriculture minister, while his ministerial portfolio is transferred to Simeon Nyachae, a veteran political player who held the post of land reclamation minister in the last government.

"This is bad news. Along with Mical Cherem, the central bank governor, Mr Mudavadi was the pivotal figure in Kenya's modernisation," said a senior western diplomat. "This will hit confidence in the good intentions of the new government."

Analysts said Mr Mudavadi could be paying the price for the International Monetary Fund's suspension of aid last August on corruption issues. During that crisis, which sent the shilling plunging, Mr Mudavadi was bitterly criticised by Moi aides as being too sympathetic to the Fund's concerns.

Michela Wrong, Nairobi

TASK FORCE REPORTS

Call for UN crisis unit

An analysis unit should be set up at the United Nations to improve Security Council decision-making, according to a task force of experienced foreign policy makers which reported yesterday.

Lord Carrington, who chaired the task force, told an audience including two of his successors as UN foreign secretary that he was "worried about the gap between the readiness of UN member states to pass resolutions under Chapter VII of the Charter [which deals with threats to peace] and the lack of machinery to implement them".

The aim of the task force – which included politicians from the US, UK, Russia, France, Japan, South Africa, Brazil, Pakistan and Uganda – was to bridge this gap by suggesting improvements in both decision-making and enforcement of decisions.

NEWS: ASIA-PACIFIC

Indonesians stock up on food as rupiah and share prices plunge to new lows

Tensions rise over Suharto's future

By Sander Thoenes
in Jakarta

Indonesians rushed to stock up on staple foods as the rupiah and the stock market reached new depths yesterday, fueling concern about the political survival of President Suharto.

Mr Suharto, the world's second-longest serving ruler, belied rumours he would appear on television to announce he would not seek re-election in March. Instead, he attended the funeral of a former minister and made no public statement.

But market traders and other Indonesians said the economic crisis might compel him to step down although no one was able to say who might replace him. The rupiah dived past 10,000 to the US dollar and the Jakarta Stock Exchange index lost 19 per cent at one point, the biggest falls in five months of steep drops.

The rupiah kept falling in overseas markets after Jakarta's market closed, dragging down most regional currencies.

On the stock market, the index bounded back in late trading but was still 12 per cent down at 347.108. The rupiah stood at 2,400 a year

ago and the index reached a high of 740 in July.

Shares in two companies owned by a son and a daughter of Mr Suharto were among the worst hit yesterday. Rumours of troop movements and of demonstrations also rattled the markets, but were debunked by diplomats who checked the purported sites.

Indonesians rushed to neighbourhood markets to buy staple foods, some of which have doubled in price in recent months because of a severe drought which forced Indonesia to import rice and other products.

"The dollar is rising again.

I heard a rumour that rice, sugar and other foods will disappear from the market," said a mother of two as she stacked up rice, cooking oil and sugar.

Many buyers simply wanted to ensure supplies before the Idul Fitri holiday in late January, when most Indonesians return to their villages.

But the mother of two was a member of Indonesia's wealthy Chinese minority who have been the target of numerous riots in the past year. "If something happens we will have food and we can stay safely at home," she



Indonesians queuing to buy cooking oil yesterday

But President Suharto and his government have come under an unprecedented barrage of criticism, with newspapers breaking new taboos daily, such as printing calls for the president's resignation by retired generals, student movements and the leader of one of the largest Moslem organisations.

Only last year, a member of parliament was jailed for defaming the president by suggesting just that. "Before it was only the students and the middle class," said Arief Budiman, a

sociologist and government critic. "Now it's part of the elite as well. They too want to get rid of Mr Suharto. The question is whether they want an abrupt change or want Suharto to ensure a smooth change. You just need something to melt the ice," he added. "When the ice breaks, everybody will join. The military will follow suit. Only the ones who are very dependent on Suharto will defend him, but they will have little support."

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Observer, Page 19

level of private sector debt. "Data on all external debts due over coming months have not been available from the authorities, complicating any assessment of the external liquidity position," said Fitch IBCA, an international ratings agency.

When South Korea's finance ministry published data on its foreign debt last month, the numbers were almost 50 per cent above the \$105bn previously published by the BIS.

Fitch IBCA yesterday cut Indonesia's foreign currency rating from double B plus to double B minus, citing political and policy uncertainty in the wake of the country's

budget proposals and "the consequent failure to maintain the confidence needed to roll over the high level of external debt."

The bulk of foreign bank exposure in Indonesia is held by Japanese banks with \$22.2bn and European banks with \$22.5bn. US banks are less exposed, with \$4.6bn outstanding according to the BIS.

The largest European lenders to Indonesia are Germany, with \$5.6bn, and France, with \$4.6bn.

Romain Burnand, analyst at Paribas Capital Markets, estimates that Commerzbank would be the most exposed German bank, with Indonesia

sian loans amounting to about 16 per cent of its capital base.

In France, Crédit Lyonnais would be most exposed, with loans estimated to amount to 27 per cent of its capital.

Unlike Korea, where most foreign bank lending has been to Korean banks, Indonesia has seen more direct lending to local commercial companies.

Non-bank private sector foreign debt totals \$39.7bn, compared with \$12.4bn of interbank debt. However, figures reported to the BIS do not include subsidiary and offshore debt.

Hong Kong braced as Asia storms swirl

Markets upset by rate rises and China doubts

When Hong Kong fought off an assault on its currency last October, it won the battle but not the war. This week has brought a new round in the struggle, with the stock market plunging almost 14 per cent and crashing through support levels at 10,000 and 9,000 points on consecutive days.

While there is little immediate evidence of significant speculative pressure against the Hong Kong dollar, which has been pegged to the US currency since 1983, fears over raised interest rates and new worries about China's exchange rate policy have shaken confidence.

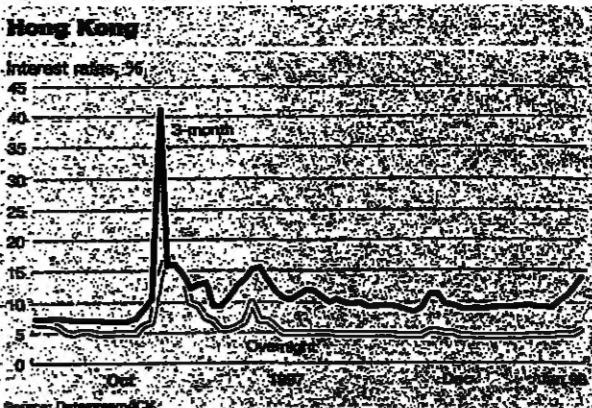
"We still think the peg will hold, but there will be a heavy price exacted on the stock market," says Kent Rosser, senior manager of Asian equities sales at Nikko Securities.

Officials, hinting they want an adjustment in the real economy to offset relative currency appreciation, have sought to display a cool hand. Donald Tsang, financial secretary, yesterday said the latest turbulence would prove "short-lived" and Hong Kong would emerge first from the regional carnage. But few were reassured.

Describing yesterday's "panic selling", Mr Rosser said immediate concerns centred on interest rates. Prime lending rates were already increased from 8.75 per cent to 9.5 per cent last October. But continued high money market rates, and yesterday's jump from 12.5 per cent to more than 14 per cent in three-month rates, fuelled fears of an imminent increase as banks try to cover funding costs.

"I don't want to pin it down to a day, but we expect an increase soon," said Keith Irving, vice president of Merrill Lynch in Hong Kong.

Interest rates are an Achilles heel of Hong Kong's economy, given the dominance of property and banking. Concerns have been



fuelled by the rise in borrowing over the past year, as loans fuelled a rise in real estate spending and construction.

The impact of higher interest rates is set to cut growth in gross domestic product to below 3 per cent this year, compared with about 5 per cent in 1997. That spells significant pain for the economy, with tourism, retail trade and the property sector already suffering.

Despite the pain, most believe Hong Kong's economy and its financial system are in better shape than casualties across the region.

"This is a problem for bank profitability, not bank safety," says Mr Irving at Merrill Lynch. "We are expecting close to zero earnings growth in 1998 for the banks, but there is still quite a wide margin for safety."

While interest rates are a familiar weakness, however, a growing cause for concern is posed by China's response to regional currency turmoil.

Should Beijing decide to devalue in an attempt to regain competitiveness, it would deal a body blow to the Hong Kong currency regime, leaving the territory's currency isolated.

So far, Beijing has dismissed the suggestion it will be forced down this path.

"The likelihood of a devaluation is very small," said a front page article this week in the communist People's Daily newspaper.

The article cited a healthy trade picture and foreign exchange reserves in excess of US\$140bn. It also noted the rise in trade friction with the US and regional partners that would result from such a move.

Despite a predicted slowdown in mainland growth, many economists take a similar view. "We do not believe China will be forced to devalue" its currency - the renminbi, or yuan - says Dong Tao, senior economist at Schroders Securities. "The export overlap between China and south-east Asia is small, and China still has the lowest labour costs."

But investors are not convinced. China-backed shares on the Hong Kong stock market have plunged even more sharply than the benchmark Hang Seng index so far this year, partly reflecting fears of a devaluation and the resulting impact on earnings by companies operating in China.

The index for H-shares, Hong Kong-listings of mainland companies, has fallen 25 per cent, while the index for "red chips", Hong Kong subsidiaries of mainland business groups, have fallen a similar amount. "A lot of investors expect the worst," said one Hong Kong trader.

"And with the events of the past six months, who can blame them?"

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John Riddings

Bankers warily gauge Indonesia risk

By George Graham,
Banking Editor

International bankers watched cautiously yesterday as Indonesia's financial situation deteriorated, adding to worries over their Asian credit risks.

Indonesia's foreign debt totalled \$8.7bn on June 30 last year, according to the most recent statistics available from the Bank for International Settlements (BIS), with \$3.7bn of that falling due within 12 months.

But credit rating agencies said

there were still doubts about the real

level of private sector debt. "Data on all external debts due over coming months have not been available from the authorities, complicating any assessment of the external liquidity position," said Fitch IBCA, an international ratings agency.

When South Korea's finance ministry published data on its foreign debt last month, the numbers were almost 50 per cent above the \$105bn previously published by the BIS.

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An information brochure is available which describes the scope of supply and contains general information and necessary technical data.

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1. All equipment and materials offered hereinafter were constructed in 1983. They are new and unused. They are currently stored under the care of JOHN BROWN ENGINEERS & CONSTRUCTORS Limited, who have engineered and supplied the equipment and bulk materials of the plant.

2. GPSA is not legally entitled to transfer to third parties patent and know how rights in connection with the object of the bid.

3. Interested parties are encouraged to have the offered equipment and material examined to their own satisfaction before submitting the offer. Their participation to the bid shall be deemed an expression of their interest in respect of the object of the bid. Visiting parties to the plant or the works, when so arranged by GPSA upon written request. Any and all expenses and costs (including administrative costs) relating to the said examination shall be born by the bidder.

4. GPSA does not assume any warranty, guarantee or other legal liability with respect to the engineering and the performance of the plant or, the equipment, the fitness-to-purpose of the materials, and eventual faults, defects or legal claims in respect of the property it sells. All equipment and materials are offered on the basis of AS IS WHERE IS and they shall be delivered to the buyer in their present condition and state.

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5. All offers must be accompanied by an independent technical evaluation by a reputable first class Bank operating in Greece in the amount of one hundred thousand (100,000) U.S. Dollars and valid until April 30, 1998. The guarantee shall be forfeited if the offer is withdrawn or modified after its submission or if the successful bidder does not sign the contract within fifteen (15) days after receipt by registered mail of GPSA's invitation.

6. The bids shall be unsealed on Friday February 27, 14.00 Greek Time. All persons who have submitted binding bids must be present at the unsealing.

7. Offers must contain the amount and detailed analysis of the term of payment (in cash, on credit, number of days, time, interest rate, etc.) and the payment terms.

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FINANCIAL TIMES FRIDAY JANUARY 9 1998 *

John Caudwell

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NEWS: UK

Premier talks of closer co-operation 'on certain issues' but only if it is in 'our interest'

Santer praises Blair's attitude to EU

By Robert Peston, Political Editor

London played host to an unusual event yesterday, when Jacques Santer, the president of the European Commission, heaped praise on the British government.

As he and 19 other commissioners held talks with the entire British cabinet at the start of the UK's six months as EU president, Mr Santer took pains to flatter Tony Blair, British prime minister.

"The new positive approach you are following on European issues is as refreshing as it is highly appreciated," he said at a televised press conference.

It was "comforting" to know that Britain's EU priorities were similar to the Commission's.

Pro-European Conservative members of the European parliament may be purged at the hands of party activists under new arrangements for the selection of candidates planned by William Hague, leader of the opposition party, George Parker writes. Mr Hague is proposing that Conservative candidates for the 1999 Euro-elections should be chosen by the party membership, which tends to share his sceptical views on the European Union.

Some of the party's 18 MEPs have federalist views sharply at odds with those of the party leadership. Edward McMillan-Scott, leader of the British Conservative group in the parliament, said it would be a mistake for the leadership to impose a "loyalty test" on candidates.

Mr Blair said he wanted to work "in very close partnership with the Commission" but did not try to disguise the fact that his instincts on Europe are very different from those of Mr Santer.

His rhetoric was pitched so as not to inflame the Eurosceptic British press, while demonstrating that

he is a pragmatic pro-European. After Mr Santer had said the UK presidency was "a great opportunity to advance the cause of European integration", Mr Blair preferred to talk about the advantages of "closer co-operation" over "certain issues" and only if this was in "our interest".

Mr Blair said he would play "a good and constructive role" over the issue of which countries will participate in European monetary union at the 1999 launch, the thorniest question facing the UK during its presidency.

His officials said this meant the UK would shy away from mounting a campaign to prevent countries with less robust economies from joining Euro.

"Having refused to be in [the new currency] at the start, it's a bit difficult for us to act as the strict enforcers of the Maastricht criteria," said one.

But Mr Blair's aspiration to serve as the Euro's dispassionate midwife came under attack from William Hague, leader of the opposition Conservative party, who showed he

had no intention of joining in the new EU-UK entente.

"Allowing economies which are not ready to withstand the pressures of a single currency to join could spell disaster for the currency itself and catastrophe for the people of Europe," Mr Hague said last night.

"We must do our utmost to ensure that European governments do not put their political aspirations before the economic well-being of their citizens."

Meanwhile, Mr Blair repeated that the UK would not join Euro until it was clearly in the "national interest" to do so. Notably absent from his pronouncements were his customary avowals that the UK favoured monetary union "in principle".

UK NEWS DIGEST

Steel output at 8-year record

Britain's steel output rose 2.8 per cent last year to 18.8m tonnes, the highest level since 1989, according to figures published yesterday by the Iron and Steel Statistics Bureau, a research company. The privatised British Steel - which accounts for more than 80 per cent of UK production - and other producers boosted output to try to take advantage of a recovery in EU demand, particularly for sheet steel. But the strength of the pound squeezed British producers' margins, so the increases in sales were not reflected in profit increases. Ian Rodgers, of UK Steel, the industry's representative organisation, said: "The mills operated at good capacity but profits were not as high as we would have liked." British Steel, which produced 16.1m tonnes of crude steel last year at its main wholly-owned UK plants said output reached its highest levels since the 1970s.

• The monetary policy committee of the Bank of England yesterday left base rates unchanged at 7.25 per cent, despite mounting evidence of above-trend growth in the service economy. The latest sign of strong economic activity came from the Confederation of British Industry's distributive trades survey. The CBI, the biggest employers' lobby, said 54 per cent of retailers had reported rising volumes of sales in December, compared to 19 per cent reporting falling sales, leaving a positive balance of 35 per cent. In November the balance was 23 per cent. Yesterday's CBI survey showed expectations of January sales remain extremely strong with a positive balance of 40 per cent, the highest level since May. Kate Barker, chief economic adviser of the CBI, predicted that retail sales would slow this year. She welcomed the committee's decision to leave rates unchanged. *Stefan Wagstyl, London*

■ AIRPORTS

Birmingham records busiest year

Birmingham airport, the fourth biggest in Britain, reported its busiest year in 1997, as the number of passengers grew by 10.2 per cent. The airport, in the English Midlands, recorded 6.03m passengers - two-thirds of whom travelled on scheduled flights. The increase coincides with the beginning of the airport's £260m (£423.5m) expansion programme, including a doubling of capacity at its main terminal. The airport was partially privatised last year, when municipal authorities sold a 40 per cent stake to Aer Rianta, the Irish airports operator, and NatWest Equity Partners, the venture capital arm of NatWest Group. *Richard Wolfe, Birmingham*

■ RAIL PRIVATISATION

Train operator places \$21m order

Central Trains, one of the five train operating franchises owned by the National Express bus group, plans to buy 13 two-car trams costing about £21m (\$21m), with options for a further 50 cars worth about £35m. Central, which runs services in the English Midlands and Wales, needs the trams to cope with an 11 per cent rise in passenger numbers over the past year and to introduce new services when competition rules on the privatised railway network are eased in 1999. Central has invited bids to deliver the trams by the spring of 1999. Adtranz, the international rolling stock manufacturer, is thought to be in a strong position. *Charles Batchelor*

■ YACHTING

Biggest catamaran to be unveiled

Pete Goss, the British skipper who rescued a fellow competitor in last year's solo Vendée Globe race, will today announce construction of the world's biggest catamaran to compete in the Disney-backed circumnavigation named The Race. The new boat will be about 35m long with a beam of 17m, making it bigger than a tennis court. The most radical feature will be its twin rotating masts. These will break up the massive sail area into two units of 350 sq m. Entries to the race will be limited to the 10 fastest sailboats in the world. There is a \$1m first prize provided by Disney and the French government's Millennium Commission. The concept was created by French sailor Bruno Peyron. The record for a circumnavigation under sail is 71 days, but The Race organisers expect a minimum of 12 days to be clipped off this time. *Keith Wheately*

■ MERGERS AND ACQUISITIONS

Law firm fees reach record levels

Legal fees for UK public takeovers reached record levels last year following a 39 per cent increase in the number of deals, according to Acquisitions Monthly magazine. The top 10 law firms were involved in 190 deals worth £10.65bn (£174.2bn), compared with 137 deals worth £8.4bn in 1996. The value of the deals in 1997 was still below the 1995 level, however. For the first time, a US firm appeared in the league table. Skadden Arps Salter & Waclaw was ranked 12th for its work on five UK public deals worth a combined £3.6bn. The magazine ranks law firms by the value of the deals in which they acted as advisers either to companies or to their banks. *Robert Rice*

■ Legal advisers: UK public takeovers in 1997

Law Firm	No. of deals	Value (£m)
1 Slaughter and May	32	19,571
2 Allen & Overy	12	12,195
3 Linklaters	33	11,914
4 Freshfields	30	11,543
5 Norton Rose	20	11,221
6 S J Berwin	7	10,024
7 Theodore Goddard	5	9,030
8 Herbert Smith	16	7,493
9 Ashurst Morris Crisp	21	7,490
10 Clifford Chance	14	5,476

Based on value of transactions based on completed and failed offers for UK public companies. Source: Acquisitions Monthly.

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INVESTMENT MANAGEMENT

RECRUITMENT

Richard Donkin assesses the trends that are likely to grow in prominence

Year of the knowledge worker

The turn of the year is an artificial event when assessing trends, but it does allow a pause for reflection on what has passed and what the future may hold.

My own desire for crystal ball gazing was prompted by some reading over the Christmas break of Sir Arthur C. Clarke's 2001: *The Final Odyssey* which explores, among other things, the possible technologies 1,000 years on, seen through the eyes of Frank Poole, a 21st century astronaut who has been revived after a prolonged hibernation in space.

Much is familiar. Information is stored on tablets, not unlike computer diskettes, with a capacity of 10 bytes - Sir Arthur calls it a petabyte - sufficient to store anything that a person could experience in a lifetime. As he puts it: "The kilogram of jelly inside the human skull was not much

larger than the tablet Poole was holding in his hand and it could not possibly be as efficient a storage device - it had so many other duties to deal with."

The implications of continually improving forms of information storage and retrieval should not be lost on companies grappling with the realisation that the book value of their fixed assets is in many cases shrinking in proportion to their overall market value. This is because their value is, increasingly, measured in their ability to exploit knowledge.

Geoff Armstrong, director-general of the Institute of Personnel and Development, believes this ability to manage knowledge and to foster continuous learning is going to be a key differentiator of successful companies in the coming year. The way that companies will meet such challenges is less certain. Peter Drucker, the manage-

ment writer, first outlined the concept of knowledge workers nearly 40 years ago, yet companies and their managements are still trying to come to terms with the idea.

For years manufacturers persisted with Taylorist principles that treated workers as machines until the ideas of self-managed teams began to percolate through to the factory floor. Such developments, argues Mr Armstrong, have been aided by the disciplines of personnel management which, he says, are growing more important to companies' competitiveness. Recent IPD research, he points out, has suggested that good human resource management practices benefit company performance more than investment in research and development and use of new technology.

The problem for organisations such as the IPD, as the research revealed, is that companies have been slow to

realise the connection between people management and company performance.

Where personnel disciplines do seem to have been concentrated in the past year or two is in the creation of new pay structures. One trend has been towards rewarding people for input and potential input that stresses the acquisition and possession of skills, rather than raw output. While this may continue, the mixed success of some schemes may deter some companies from tinkering further with pay. Many companies have also continued to experiment with performance-related pay but the hostility against such measures among bank workers, in particular, might cause some management to think carefully about the way they introduce such systems.

While executive pay differentials have continued to grow in the past year, trends in the US towards encouraging

greater equity ownership among senior executives may find growing support in European companies.

Mr Armstrong also detects a move away from precise job evaluations based on defined job descriptions towards broad banding and flexibility which recognises the rapid changes in the way some jobs are undertaken.

"Organisations are begin-

Living abroad: comparing the cost

Home Country Nationality	Gross salary in home country	Cost (£) of keeping up home pattern of family spending on consumer goods and services									
		UK	US	Switzerland	Denmark	Germany	France	Australia	Hong Kong	Singapore	South Africa
British	49,430	12,816	13,500	20,281	13,114	15,016	15,132	12,275	17,265	14,088	8,519
American	59,371	18,455	13,127	23,031	17,068	18,825	18,978	14,180	20,969	16,549	10,550
Swiss	65,128	19,331	17,770	22,184	16,765	19,020	19,127	18,072	23,489	19,513	11,341
Denmark	47,204	11,820	11,347	16,445	8,768	12,251	12,351	10,141	14,606	12,540	7,164
German	60,595	14,140	13,125	18,915	12,581	14,432	14,440	17,538	14,682	15,434	8,576
French	47,736	15,465	13,958	20,802	13,752	15,438	14,180	12,354	15,468	15,434	8,537
Australian	37,170	13,747	11,747	17,631	12,124	13,378	13,517	14,020	15,944	13,653	7,894
Hong Kong	63,515	20,388	19,872	29,296	18,859	21,360	21,177	17,094	19,187	18,695	11,293
Singapore	50,016	20,713	18,783	28,429	19,082	21,305	21,171	16,689	22,741	14,943	10,974
South Africa	25,747	11,421	10,198	15,223	10,249	11,534	11,586	8,311	13,885	11,314	6,652

Source: ECA

natural relationship between companies that help redundant executives find new work and those that look for likely candidates for short-term assignments.

The recruitment industry itself has registered strong growth in 1997. Headhunting has become a \$7bn industry worldwide and the success of quoted companies such as Robert Walters Associates in the UK may prompt other growing companies to come

Two sectors to watch in the coming year are those of outplacement and interim management.

There would seem to be a

One consideration is the relative costs of home country spending and those in the country of assignment.

Hong Kong managers are competing with those in Singapore for the top position in the purchasing power table. Barry Rodin, chief economist at ECA, says this reflects the intensity of competition between Hong Kong and Singapore for skilled and qualified labour.

One point to note is that expatriates shop less effectively than the locals.

E-mail: richard.donkin@FT.com

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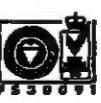
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Deloitte & Touche is a world-class accounting and consulting company, active in 129 countries with a total staff of 70,000. We continue to increase the large number of prestigious French and international audit clients we serve. We are looking for highly motivated individuals who want to become part of an extremely fast growing professional services company in France. We are looking for high calibre professionals to meet our very significant current and forecast growth rates.

This growth is further augmented by a substantial array of specialist services we provide to audit and non-audit clients.

- Co-ordination of International audit and special assignments, both in France and abroad;
- management of multi-lingual, multi-skilled client service teams;
- significant exposure to top client management;
- special projects: we are continually involved in consulting and privatisations assignments in France and overseas; your role will involve immediate hands-on responsibility;
- best practices: we are constantly seeking to benchmark our clients and our own performances; you will need to search out and implement best practice within Deloitte & Touche world-wide and beyond.

- Record of success with a leading accountancy firm;
- ability to think strategically;
- excellent academic background; first time ACA/CPA passes and/or MBA;
- initially only limited French language skills are required but will need to demonstrate the intention to improve;
- international outlook with demonstrated ability to work with and manage people of different cultures and backgrounds;
- experience of international and US GAAP essential.

We provide highly competitive salary and benefits packages. Career prospects within our dynamic and service focused firm are excellent. A wide variety of world-wide career opportunities exist for outstanding individuals.

Interested applicants should fax their CVs in either English or French to Frederic Moulle, quoting reference FT/0701, on 33 1 40 88 28 28 or write to him at Deloitte & Touche, 185 av. Charles de Gaulle, 92201 Neuilly Cedex, France.

Interviews will be held in London and Paris in February 1998.

Deloitte & Touche

EUROPEAN ACCOUNT DIRECTORS



Technimetrics

Technimetrics, Inc. is the leading provider of global shareholding and fund management data to the banking and stockbroking community worldwide. With offices in London, Tokyo, Amsterdam, Sydney, São Paulo and New York, we offer the most comprehensive and accurate financial data available.

To continue to meet the demands of our success, we are expanding our international operation. We now have opportunities for high calibre experienced sales professionals to join our London office, and be at the forefront of marketing our services in both the U.K. and Continental Europe.

Candidates will have a strong sales background and ideally a good understanding of capital markets. Excellent presentation and communication skills are essential. Language skills desirable.

We offer a highly attractive compensation and benefits package. For prompt, confidential consideration, send your CV with covering letter to:

Technimetrics, Inc.
110 St. Martin's Lane
London WC2N 4AZ
Ref: Personnel Dept., Inst.

Financial Management Director (G7) of Fortune 500 international with recent experience exposure in Europe, Middle East, Africa, Asia, Latin America, cultural assessment and sensitivity, key experience (Data, Business, IVA, Corporate Security, etc.). Candidate at the highest level in both English and French. Multilingual. Particularly relevant experience in the pharmaceutical and telecoms industries is a must. Current assignments for 1998. For a confidential discussion, to develop in the rapidly growing emerging markets please contact us in the confid.

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COUNTRY MANAGER

Central Asia/Ukraine

One of the most prominent global financial institutions, Bank of America is pursuing a strategy of selective investment and expansion in Russia and the CIS, including Central Asia and Ukraine.

The position of Country Manager Central Asia/Ukraine, based initially in Moscow, has been created to spearhead the development of the Bank's market presence in the region, particularly Kazakhstan, Uzbekistan, Ukraine and Azerbaijan. The incumbent will develop and manage relationships with financial institutions, corporations and governmental entities, with a focus on cross-border capital raising, trade finance and correspondent banking.

Educated in the West or with significant training from a Western multi-national, qualified applicants will have a successful business origination track record involving investment and commercial banking products with on-the-ground experience in Central Asia or Ukraine.

The successful candidate, probably now located in Russia, Central Asia or Ukraine, will be fluent in English with ability in Russian and other relevant regional languages.

The Bank offers excellent career prospects and an attractive compensation package.

Please apply, preferably by fax, with your employment history, including current compensation details, and contact telephone number to David Lingelbach, Country Manager Russia and the CIS, Bank of America Moscow Representative Office, Krasnopresnenskaya Nab 12, 15th Floor, Office 1503a, Moscow 123610, Russia. Fax Number (7) (502) 258 1909. No telephone calls please.

Bank of America is an equal opportunities employer.

Bank of America

The development of our "Television" activities calls for growth in our structure responsible for market monitoring and initiating new operations. There are opportunities for three young executives with potential to become responsible for the following areas, respectively the United Kingdom, France and Eastern Europe, and to take up the function of:

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(Ref: 97055)

Your mission:

- You will be integrated into a team and will provide or be involved in carrying out and planning projects in liaison with the management of the department responsible for strategic development of the group's activities in the commercial and pay TV market.
- You will provide the interface with management of subsidiaries both at the level of daily management and solution development.
- You will analyse the markets and competitive situations of the different actors and draw up presentations relating to investment projects, positioning of subsidiaries and reportings.

Your profile:

- You will be educated to university level (master's degree) with business-management orientation or in law, which in the latter case, will be complemented by an MBA.
- To your credit you will have a number of years of professional experience in a media-sector business, investment banking or business-strategy consulting company.
- You will be fluent in English, French and, if possible, German.

The positions are to be filled at the company's head office in Luxembourg.

PERIER VITELLSA

Groupe Nestlé

Finance Manager

Cairo

THE POSITION: Having implemented suitable general and management accounting systems, you will assume the following responsibilities: accurate monthly reporting, respect of group procedures, supervision of annual statutory accounts, internal controls, local tax and legal matters...

THE CANDIDATE: You should possess an accounting or business degree and at least 5 years experience within an international company. Candidates must have excellent interpersonal skills and be able to work on their own in a variety of environments. A pro-active self-starter will succeed in this position. Bilingual Arabic/English is required.

Please write to Mathieu BEAURAIN, quoting reference 4038/MBE, at ROBERT HALF FINANCE AND ACCOUNTING, 39 avenue Pierre le de Serbie, 75008 PARIS, or by fax at (33) 74 23 38 00 or by e-mail (Format MIME or BinHex) to robert@half.grolier.fr. Please consult our web site <http://www.roberthalf.com>.

Norman Parsons

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The Boston Consulting Group (BCG) is the leading international consulting firm focused on developing and implementing strategic change. Operating out of more than 40 offices around the globe, BCG serves many of the world's leading companies. BCG consultants work closely with senior management on issues of direction, business performance and implementation of change. BCG's ideas have changed the way companies think about strategy. As a result, BCG is one of the fastest growing and most successful management consultancies in the world.

- The new position of London Controller has been created to provide the basis for financial control that will enable the continuing rapid growth of our business
- Reporting to the Head of the London Office, your primary responsibilities will be to help the officer group ensure continuing improvement of the financial control and performance of our business
- Likely to have a first class academic background and accountancy qualifications, and be in your 30's or 40's, you will ideally be an experienced accountant with prior success in a professional services or similar environment
- Able to operate effectively in a fast-paced, non-hierarchical environment you will be adaptable, flexible, but with personal style, enthusiasm for responsibility and an ability to deliver. You will be strongly commercially minded and able to communicate effectively with senior personnel
- Working alongside our Company Secretary and other senior managers, you will enthuse at building your team and the infrastructure as you create our world class control function.

Please apply in writing with full career and salary details to:

Helen Tansley, Human Resources Coordinator,
The Boston Consulting Group, Devonshire House, Mayfair Place, London W1X 5FH

MAIN BOARD FINANCE DIRECTOR

Leisure Sector

North West

c £70,000 + Benefits

With an established national network of outlets, our client is already a major force in the UK leisure industry. Fully listed, with a turnover in excess of £400 million, the Group has generated substantial recent growth both organically and by acquisition. The market offers significant potential not only for the Group's existing businesses, but also for complementary activities. Following the promotion of the current incumbent, the Board have decided to add to their financial management strength by the appointment of an experienced and commercial Finance Director.

THE POSITION

- An outstanding opportunity for career development at Board level in a highly successful Group which is well positioned for future growth.
- A key appointment in the advancement of the Group, covering issues ranging from maximising operational efficiencies through to working closely with colleagues on acquisitions and subsequent integration.
- Responsible for regular representation of the Group to its City contacts, bankers and other professional advisors.
- Reports to the Chief Executive and carries the full scope of P/L responsibilities, leading and developing talented established teams in finance and IT.

QUALIFICATIONS

- Qualified Accountant, preferably aged late 30's to early 40's.
- Energetic, self-reliant and commercially mature finance professional with exceptional interpersonal and communication skills.
- Preferably P/L experienced. Ideally from a multi-site retail or similar sector in which customer service is of paramount importance.
- Adaptable, ambitious and able to thrive in a demanding, professional but informal culture which encourages open communication at all levels.
- Responsive to a consumer focused business in which people, both customers and staff, are given the highest priority.

Interested candidates should write, enclosing full career and current salary details to the advising consultants, Richard Wilson or Robert Berkley, quoting reference 2352, at Questor International, 3 Burlington Gardens, London W1X 1LE. Tel 0171 292 8300, Fax 0171 287 5457, E-mail: gall@questorint.com

QI
QUESTOR INTERNATIONAL

KPMG

Financial Controller

- Thames Valley
- £70,000 pa + benefits package

Our client is a global market leader who has enjoyed substantial growth over a period of nearly a decade. The company, part of a major UK PLC, is involved in the design and manufacture of high tech, high capital value electronic equipment. Turnover around the world is approaching \$150 million and the scale of business now requires the creation of a new position of Financial Controller.

This senior position represents an excellent opportunity for an experienced financial manager, with strong leadership qualities and well developed interpersonal skills to make a key contribution to the continuing growth of a highly successful international group.

The Financial Controller will report to the Group Finance Director and will operate as his deputy. The successful candidate will be directly responsible for all aspects of the UK finance function.

KPMG Selection & Search

FINANCE DIRECTOR

Ramco Oil & Gas Ltd

Ramco

£60-70,000 + benefits

Ramco Oil & Gas, a subsidiary of the highly-successful AIM and AMEX-listed Ramco Energy Plc, is a fast-growing independent production company focusing on the former Soviet Union and Eastern Europe. Continued expansion via international joint ventures results in the company now appointing its first Finance Director.

THE POSITION

- Report to MD. Full responsibility for establishing and developing a highly professional finance function.
- Ensure timely and accurate preparation of statutory and management reports to group standards. Provide meaningful commercial analysis of company performance.
- Liaise with JV partners, tax advisors and auditors. Appraise potential investment opportunities.

Please write in confidence, with a CV and remuneration details, to Criterion Search, 50 Regent Street, London W1R 6LP, quoting ref: 2064. Tel: 0171-470 7212. Fax: 0171-470 7171.

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Young & Dynamic Professional

European Growth

A market leader, with an impressive portfolio of international brands, our client has a strong and growing presence in Europe.

As part of this growth and development this key role has now arisen. Specifically you will:

- Provide a full financial service to Commercial and Brand Management
- Evaluate and challenge as appropriate, marketing investment plans and pricing decisions
- Coach financial analysis ensuring consistency of approach to this across Europe
- Ad-hoc projects associated with driving the business forward

The above will demand the use of business as well as financial analysis in reviewing and challenging performance, trends and plans. A qualified Accountant or a financially orientated MBA you will have worked within a fast-moving, multi-national environment. You must be fluent in 2 European languages one of which is English.

Your most important skills will be your ability to influence and persuade at senior levels outside as well as within the finance function. You will be pro-active and results orientated with a creative mind capable of lateral thinking. A self-starter you will also be a team player.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 28 Essex Street, London WC2R 3AX, Tel: 0171 970 9600, Fax: 0171 936 3974, quoting ref: LKW/15050/FT.

Part of the PSD Group

Hoggett **Bowers** **Executive Search**
and Selection



INVESTOR IN PEOPLE

Finance Director (Designate)

Including Company Secretarial

Bournemouth

£40-45,000 + Car + Benefits

Our client is a medium sized family owned business which has been successfully importing timber from Scandinavia and the Baltic regions for over 100 years. They have since acquired further businesses and the group now includes two builders merchants and a property investment arm employing over 160 people across a number of locations. The business is well established with a strong customer base in the South West of England and is set for further growth by the expansion of the property business and potential strategic acquisition.

Initially reporting to the Board, the role is essential in providing full financial and administrative support to the business. Key responsibilities will include:

- Provision of first class financial control of the business.
- Management of the financial reporting of the company's performance.
- Company administrative and statutory secretarial responsibilities.

Likely candidates will be either qualified accountants or chartered secretaries with at least ten years experience who can clearly demonstrate a strong track record in a small to medium sized environment. You will be technically strong with the managerial skills to liaise at all levels within the business and with banks and other external bodies. Individuals with multi-site experience will be of particular interest.

Interested applicants should forward a comprehensive CV, including details of current salary and daytime telephone number, quoting reference 390916, to Anthony Spratt ACMA, Michael Page Finance, 33 Blagrove Street, Reading, Berkshire RG1 1FW.



Michael Page Finance

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Financial Director

South West

Package to £40,000

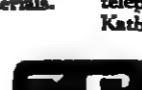
Our client is a subsidiary of a large multi-national, £0.5 billion electronics Plc. This is a recent acquisition for the group. Currently the business is involved with the manufacture of specialised equipment whose principal market is in aerospace and military applications in America. The technology is also appropriate to a number of other markets and extensive growth is anticipated with the development of new products and extension to new geographical areas.

Reporting to the Managing Director, you will work as an integrated part of a small management team and will provide sound financial and business advice. Key accountabilities will include monthly reporting, statutory reporting for full and half year results, sales and purchase order processing, budgeting, inventory controls and bills of materials. New software is being installed early 1998.

You will be a qualified accountant and experience based in a technology company

With a 'hands-on' approach and a down to earth personality, you will possess a high degree of commercial acumen with the drive and motivation to succeed. In return, the position offers the successful applicant an opportunity to work for a company with excellent growth prospects and a group which can provide future career progression.

Interested candidates should apply in writing, enclosing a CV and covering letter, with daytime telephone number and current package details to Kathryn Roberts at Michael Page Finance, 29 St Augustines Parade, Bristol BS1 4UL or fax your CV to 0117 926 4223, quoting reference HNYB.



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GROUP FINANCIAL CONTROLLER

EMPHASIS ON COMMERCIAL AND STRATEGIC CONTRIBUTION

LONDON

c. £70,000 + BONUS + BENEFITS

commercial approach. Previous experience is likely to include both central and operational roles, however candidates direct from the profession will also be considered.

- Group's success reflects strong customer focus, empowered and decentralised management style and active people development, alongside rigorous financial control.
- High profile role working with the Group Finance Director to provide commercial, financial and strategic support to the small central management team.
- Graduate qualified accountant, probably aged late 30's, who combines technical excellence and people management skills with a distinctly

Please apply in writing quoting reference 1559

with full career and salary details to:
Nigel Bates
Whitchurch Selection
11 Hill Street, London W1X 8BB
Tel: 0171 290 2043
www.whiteheadselection.co.uk

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BUSINESS CONTROLLER

Network and Customer Services Directorate [NCS]

up to £50,000 including a performance related element London

The Highways Agency is responsible for managing, maintaining and improving England's motorway and trunk road network. Its aim is to use resources more effectively and deliver better quality services. Network and Customer Services is the internal customer within the Agency. The Business Control team supports the decision making process in both the Agency and NCS by developing and implementing sound business management, accounting and reporting practices and assisting in their implementation.

Operating as a member of the NCS management board, you will ensure NCS operates within its approved Programme and Administration Budget while delivering its Business Plan. Key tasks will include:

- ensuring Directors are provided with the information they need to run their businesses;
- developing the management accounting function;
- clarifying operational and financial goals and creating strategies to achieve them;
- advising on management accounting policy;
- introducing performance measurement to all projects and activities.

The role calls for an energetic, tenacious individual with significant management and operational experience at senior level, supported by ACMA or FCMA membership. First class team building skills and a detailed understanding of performance measurement in a large, complex business will be essential. You should also be capable of setting and meeting targets, responding to changing priorities and implementing robust solutions in an environment not currently used to management accounting practices.

The appointment is offered on a three year fixed term contract with the possibility of extension. Excellent benefits include 30 days' holiday, 10.5 public and privilege holidays, non-contributory pension and relocation assistance of up to £5,000.

For further details and an application form (to be returned by 23rd January 1998), please telephone Capita RAS Search & Selection on 01256 468551 (24 hours) or fax 01256 383782/383787. Internet: www.capita.com. Please quote reference 03546.

Alternatively, for an informal discussion please call Barry Hilton during office hours on 01256 383621.

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SEARCH & SELECTION

SCOTLAND

Finance Director

PLC

£100k potential + package

A long established quoted company, our client is a primary supplier to the construction industry. They have steadily expanded their traditional operations into the Midlands and USA and moved up the value chain into manufacturing and engineering of related products. However, in the face of low housebuilding levels and continued low road and local authority construction expenditure, turnover and profit have been flat at around £40m and £3m for several years.

The young MD has decided to withdraw from certain less profitable operations to concentrate on the existing healthy businesses plus further diversification and growth into high value operations through organic growth and acquisition close to markets. He therefore seeks to recruit a Finance Director to work closely with him to develop the company by: • reviewing the systems and controls • challenging the status quo and rationale of every aspect of the P&L and Balance Sheet • working with the board to create a new strategic plan for the business.

You will be a qualified accountant with a track record of improvement in all previous companies ideally with some re-engineering/ acquisition/turnaround experience. The remuneration package includes a base salary around £70,000, substantial bonus potential based on EPS growth, executive car, pension, share options etc.

To apply, send career details, including salary requirements to Douglas Kinnaird CA, as advisor to the company, or MacDonald Kinnaird.

**MacDonald
KINNAIRD**

HUMAN RESOURCES CONSULTING - BUSINESS DEVELOPMENT TRAINING
RWT House, 5 Raefield Street, Glasgow G2 5EZ.

Head of Finance

Cheshire

Salary to £45,000, plus car and benefits package

Community Integrated Care Limited is a registered charity committed to retaining its status as a centre of excellence in the provision of needs-based services for people requiring social, psychological, emotional and physical care or support. Working in partnership with health authorities, local authorities and housing associations, the organisation supports clients throughout the UK and has a turnover approaching £33 million. There are ambitious plans for further expansion.

As Head of Finance you will work closely with the Chief Executive, as a key member of the management team, and be responsible for all aspects of the finance function, including financial accounting, reporting and control, budgeting and forecasting and the overall financial stewardship of the organisation. A particular priority will be the development of management information systems aimed at enhancing decision making effectiveness.

A qualified accountant, you will be equally comfortable at the operational and the strategic

levels and be motivated by providing high quality financial service and support. It is important that you share in CIC's vision of delivering the very best in community care and, through your personal energy, management experience and leadership skills, you will be expected to make a major contribution to the achievement of both the charitable and the business objectives. Experience gained within the voluntary or public sectors would be highly relevant.

Please send your curriculum vitae with current salary details and an explanation of how you meet these requirements to Tim Hastings, Ernst & Young Management Resourcing, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH, quoting reference TH185.

ERNST & YOUNG
The United Kingdom firm of Ernst & Young is a member of Ernst & Young International

Director, Project Finance

Blue-chip international development company

London

Our client is the fast growing power development arm of one of the best known international names in the engineering and power generation sectors. Operating in over 120 countries, the parent group has been a world market leader for many years.

The company has an impressive list of projects in operation, construction and development and works closely with international banking institutions and export credit agencies to arrange the required debt and/or equity. It is also a long-term investor in these projects.

The Director of Project Finance will provide leadership to a highly committed project finance department. As a key member of the senior management team, he/she will also have the opportunity to make a significant contribution to the company's overall corporate strategy.

GKRS

86 JERMYN STREET, LONDON SW1Y 6JD.
TEL: 0171 468 3800. FAX: 0171 468 3801
A GKRS Group Company

Substantial Six Figure Package

A graduate with a further professional qualification, the successful candidate will have a background in structuring, negotiating and closing large, complex transactions within the international power sector, involving both non-recourse debt and equity, gained with a reputable but commercially aggressive international development company. With at least 10 years' experience and an excellent personal reputation as a leader in their field, he/she will also bring a strong network of contacts within major financial institutions. The individual must be a strong team player, commercially focused and able to operate in a fast-moving, decisive and success oriented culture.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 822J on both letter and envelope, and including details of current remuneration.

ZENECA SPECIALTIES

International Business Finance Manager

£60,000

+ Executive Benefits

Manchester

(International Travel)

Zenecca Specialties is a £1 billion + turnover division within Zenecca Group, a leading FTSE 100 company. Comprising seven businesses with manufacturing and distribution on a global scale, they supply a range of leading specialty chemical products to an international customer base. Following an internal promotion, they now seek to appoint a high calibre Finance Manager to advise on the management of business risk and standards of corporate governance.

Reporting both to the Zenecca Specialties Board and the Group Chief Internal Auditor, you will be responsible for providing Senior Managers with an independent assessment of their internal control environment, and proactive consultancy on all aspects of business risk. You will have a wide brief to plan and direct the allocation of shared Group Audit resources to appropriate risk areas as perceived from your understanding and knowledge of the businesses.

Candidates will probably be graduate ACAs with a significant record of achievement, including business change management, within a high quality global enterprise. You will be independently minded and commercially astute with demonstrable influencing skills and a confident, well developed communications style. In addition, you will have a high personal regard for standards and the integrity to lead from the front where required.

This role has significant influence within both Zenecca Specialties and Zenecca Group, and the successful candidate will be well placed to advance further within the Group.

Interested candidates should send a comprehensive Curriculum Vitae to John Phillips ACA at Robert Half International, 75 Mosley Street, Manchester, M2 3HR quoting reference X02969 or fax to 0161 238 0848. E-Mail address: manchester@roberthalf.co.uk.

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FINANCE DIRECTOR

COMMERCIAL ROLE FOR HIGH-FLIER

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TO £50,000 + BONUS + BENEFITS

• A division of a FTSE 250 PLC, Camerons is now the fastest growing business within the Group and a significant contributor to profits. One of the leading brewer-retailers in the North East, the last five years have seen significant capital investment, the pub estate now numbering 160 pubs.

• Success has been built on strong beer brands, a high quality estate and popular retail concepts. Further investment is planned to help ensure that ambitious growth targets are met. Key to this is the appointment of a commercially orientated FD to help drive the business forward.

• High profile member of the Senior Management team, contributing to the commercial development of the business, in

addition to ensuring the smooth running of the finance function.

• A graduate qualified accountant, with a minimum of five years ppe gained in industry or the profession. Strong IT skills with exposure to the retail sector would be of benefit, but are not prerequisites as personal qualities and the potential for future promotion are the primary selection criteria.

• A high degree of commercial acumen and analytical ability must be combined with well developed interpersonal skills to ensure you operate effectively at Board level and establish credibility across the business. Strong team orientation, a proactive hands-on approach, and the desire to work hard and play hard are also key requirements.

Please apply in writing quoting reference 196, with full career and salary details to:
Steve Parker
Whitehead Selection
Equity House, 1 The Bourne, Bour Lane
Leeds LS1 5BQ. Tel: 0113 229 1500
www.whiteheadselection.co.uk

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van Melle

**Hong Kong - Shenzhen/
Sao Paulo - Jundiai**

Financial Directors China and Brazil

Van Melle is a highly successful Dutch sugar confectionery company with well-known brands and a strong international market position. The company employs more than 3,000 people and has over 20 operating companies throughout the world. Van Melle now plans to develop further its greenfield operation in China and to expand its Brazilian company which is currently going through a major change process.

THE ROLE

- Reporting to the General Manager and Regional Controller, responsible for all treasury, financial, administrative and IT matters.
- Managing a team of 12-15 people. Development of the IT systems is a key issue. Responsible for timely reporting, accounting, budgeting and management information.
- Active business contributor to the strategic planning process and to the further development of the local company in terms of efficiency and effectiveness.

THE QUALIFICATIONS

- Educated to college or university level. Excellent command of English; knowledge of local language a plus.
- Widely experienced, mature financial professional with first-class track record. Familiar with the process of implementing new software programmes.
- Business-driven team player with a sharp analytical mind. Highly structured working attitude and strong leadership qualities.

Tel: +31 20 305 7373

Fax: +31 20 305 7357

Selector Europe

Spencer Stuart

Please reply with full details to:

Selector Europe, Ref. 1219-01,
Gamel Meesveldstraat 9,
1071 DZ Amsterdam, The Netherlands

Nintendo

In September 1995, the John Menzies Group attained the exclusive rights in the UK for the full range of exciting Nintendo products.

In March 1997, they launched the Nintendo 64, the most advanced video game system ever, which will further strengthen Nintendo's market dominance. Never has such a product been so eagerly awaited.

Financial Controller

To help maximise their success, they are seeking a professional and experienced Financial Controller.

Reporting into the Commercial and Financial Director, the Financial Controller will manage the cash and working capital, minimise currency exchange risks, further develop the management reporting and will be expected to play a proactive role in maximising the company's performance.

There are not many individuals who can fill this role; they need a qualified accountant with commercial exposure who wants to give a front line contribution to the business.

You will probably be aged in your 30's, have a sharp intellect, good interpersonal skills, determined character and want to combine a professional attitude with a fun environment.

Interested candidates should write, quoting reference 46539, enclosing a current CV to David Heron, Martin Ward Anderson, 2nd Floor, 1-3 The Avenue, Southampton, Hampshire, SO17 1XG or telephone him on 01703 233977. Alternatively e-mail on info@mwa.co.uk or fax to 01703 236166.

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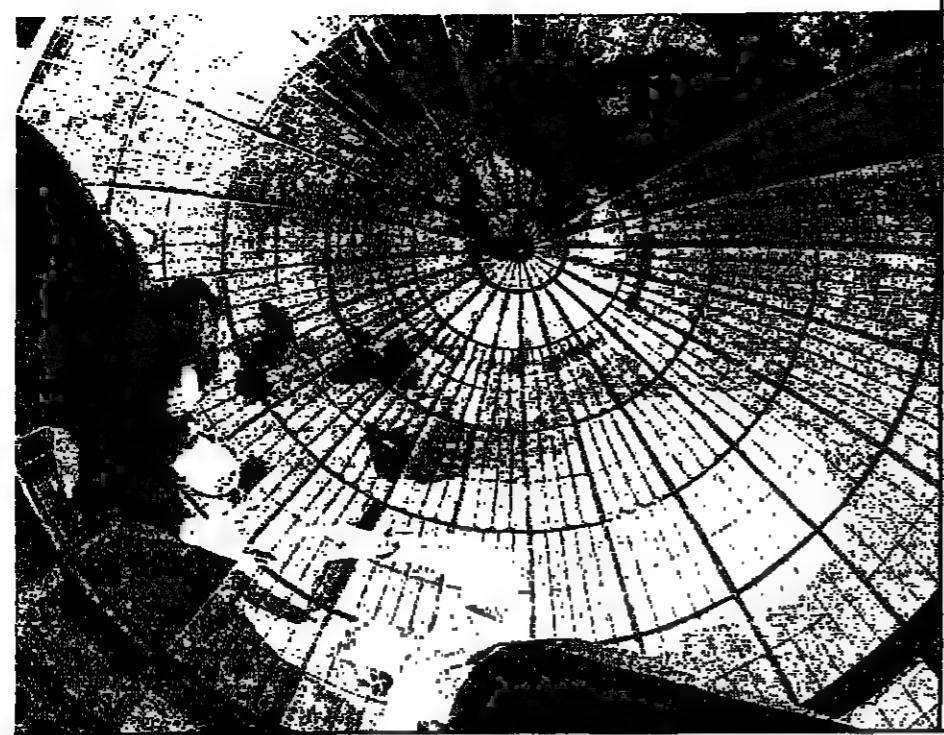
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Karl Loynton on
Financial Times

IT Appointments



Established 25 years ago, S.W.I.F.T.'s global network now carries over 3 million messages every day, providing rapid and secure links between financial institutions in 160 countries. The messages conveyed have an estimated value of US \$2.3 trillion per day. Operating in Payments, Securities, FX and international trade markets, we are owned by over 3,000 member banks worldwide.

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BELGIUM

U.S.A.

S.W.I.F.T. is poised to deliver a range of powerful interactive services based on Internet technologies. In a transition from store and forward technology, we are building a highly secure and extremely reliable IP network with thousands of connection points around the globe. This will be matched by a full range of new financial applications.

We are now looking for first-rate IT and Product Management professionals to help us plan, design and build this new generation of network products and services:

- Product Managers
- System Architects
- Project Managers
- Internet Technology Experts (Java, C++, etc)
- IP Network Designers
- Security Specialists (PKI, etc)
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The buses of New York grind their way about town these days covered with huge advertisements. One involves a plug for a provocative weekly, "New York magazine". What people in LA read for a little culture and intellectual stimulation."

It's funny, and it's a coastal thing. Sophisticated and snobby New York has always regarded itself as the centre of American civilisation. To a New Yorker, no place is as distant, as dowdy, as dirty or as dizzy as Los Angeles.

Los Angeles, after all, is the home of movies, moguls and conspicuous consumption. Los Angeles is the land of popcorn and kitsch. Los Angeles is the world's largest and richest hick town. Or so they say.

Until fairly recently, Los Angeles believed its own ratings and consequently suffered in matters cultural from a palpable inferiority complex. When it wanted to act grown up and smart, it tried to ape - what else? - New York.

The most obvious gauge of the city's cultural achieve-

LA takes up the baton

Martin Bernheimer on the growing musical independence of the west coast

men was, and is, the resident symphony orchestra. Until a decade ago, opera in LA was at best a commodity to be imported from other cities, preferably New York, for brief seasonal indulgences. Even now, balletic endeavours remain sporadic. Solo recitals and chamber music were always reasonably plentiful, but it doesn't take much to hire a hall and a pianist or a small group. Rubinsteins and the Budapest String Quartet played in Kalamazoo, too.

But the Los Angeles Philharmonic was different. It was a local product. It utilised domestic talent. It provided a focal point for the socialising and the charity work of the good blue-haired ladies who lunch. It even gave the city a rallying point for the construction of a lavish music centre - even though the 3,200-seat

Dorothy Chandler Pavilion, home of the Los Angeles Philharmonic, is known to rest of the world as the frequent venue for Academy Award orgies.

By American standards, the Los Angeles Philharmonic can boast a long history. Founded in 1928, it has been led by such distinguished old-world maestros as Artur Rodzinski, Otto Klemperer and Eduard van Beinum. The dashing, young Zubin Mehta - adored by the blue-haired ladies if not by music-lovers who valued introspection over flash - held forth from 1963 to 1977, followed by the chronically poetic Carlo Maria Giulini (1978-1984) and the limited but serious André Previn (1986-1989). Each had his specialties and each kept the orchestra pretty much grounded in the central-European romantic tradition. Priorities began to change, however, with the advent of Esa-Pekka Salonen in 1992.

Salonen, born in 1958, first attracted the attention of Ernest Fleischmann, the autocratic and undeniably canny impresario of the Los Angeles Philharmonic, when the young Finn conducted Mahler's Third Symphony with the London Philharmonic at short notice in 1983. After Los Angeles audiences proved reluctant to embrace the unglamorous image projected by Previn, Salonen was the perfect antidote. He was good-looking, brash, energetic, dynamic, tough, aloof. His features would look terrific gracing billboards from Hollywood to Pacific Palisades. He wasn't quite as youthful as he appeared, perhaps, but youthful enough to attract a new audience to the Dorothy Chandler Pavilion.

Salonen came and conquered, first as a guest, then as official music-director in 1992. A composer himself, he insisted on conducting a lot

of new music - and he conducted it brilliantly, with extraordinary sympathy, astonishing accuracy and uncommon flair. The kids loved him. The conservative subscribers weren't always as impressed, or as interested, but their voices carried less resonance with each passing year.

Salonen's Mahler sounded a bit cool and impersonal, the overheated rhetoric survived his hyper-analytical approach. He was far less successful with Mozart and Beethoven, whose expressive challenges he tended to sterilise, or dismiss as speedily and as superficially as possible. But hardly anyone seemed to mind, and the modernist camp was never happier. For better or worse, Salonen gave the Los Angeles Philharmonic and, by implication, Los Angeles, a new expressive independence. His popularity grew.

This season, Salonen offers the world premiere of an ambitious endeavour by his Finnish contemporary, Magnus Lindberg - a Los Angeles commission from "one of Europe's hottest young composers", according to Fleischmann. Also planned is an ambitious festival celebrating György Ligeti's 75th birthday.

Coincidentally, comparably progressive changes are taking place in San Francisco, the northern metropolis traditionally regarded as a sophisticated counterpart to wild and woolly Los Angeles. At the San Francisco Symphony, founded in 1911, the new music-director is Michael Tilson Thomas, a practiced adventurer with a healthy bias toward living composers in general, and living American composers in particular. He has captured the admiration of the City by the Bay, where his politely stodgy predecessor was the Herbert Blom-

stedt. It is also worth noting that Tilson Thomas, a native Angeleno never taken very seriously by the Los Angeles Philharmonic, still functions as a prophet without much honor in his home town.

Meanwhile, in New York the maestro on duty is Kurt Masur. The good old Germanic tradition - a tradition traceable in this case to the glory of the Leipzig Gewandhaus - is alive and, in its rather safe and routine way, well. Masur, 70, brings comfortable authority to the romantic repertory that mass audiences love, the repertory neglected by Salonen and by Thomas. The New York standards in the standard repertoire are certainly decent, though inspiration - the sort Los Angeles encountered during the Giulini era - remains a rarity. On the relatively scarce occasions when the New York Philharmonic toys with something new, the conductor is likely to be a guest, most likely Leonard Slatkin. For his part, Masur seldom flirts with anything more dangerous than Benjamin Britten's "War Requiem." One wonders what the signs on the sides of buses are saying in Los Angeles.

Pop Bye, bye blues

Readers of the British monthly rock magazine Q this month voted for their favourite album of all time, and made a surprising choice: they preferred the contemporary gloom of last year's *OK Computer* by Radiohead to the usual contenders by The Beatles, Bob Dylan, The Beach Boys *et al.*

One does not have to agree with their decision to find it a breath of fresh air. Most pop music was not built to last, and its current practitioners, enveloped in matters of the here-and-now, would be horrified to think they were helping to form yet another canon.

There have been phases, however, when rock musicians have scrutinised the history of their art with an almost academic rigour. The three-CD set *The Blue Horizon Story 1965-70 Volume One* (Columbia) tells the story of the British blues boom, an almost-forgotten phenomenon amid the popular perception of the 1960s as a time of innovation.

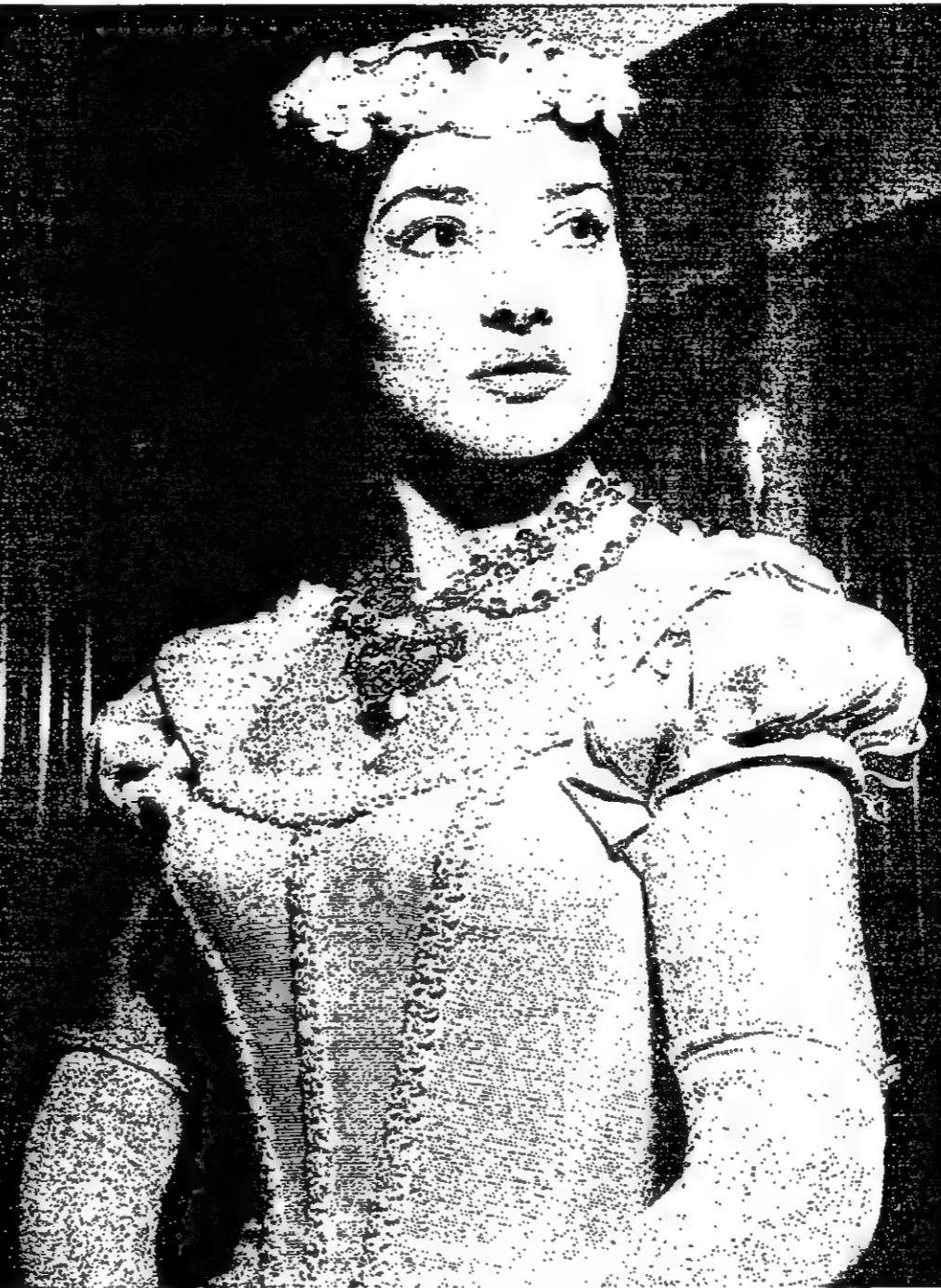
Blue Horizon was the specialist label set up by Mike Vernon in the middle of the decade to disseminate the raw sounds of the Chicago blues with which he had fallen in love. Its early releases included old recordings from such splendidly-named US artists as Woodrow Adams and the Boogie Blues Blasters and "Little" Mack Simmons and his Boys. But soon, a new crop of young British musicians were springing their heroes. It is a tribute to their diligence to say that John Mayall and Eric Clapton, with their "Lonely Years", recorded in the heart of Soho, sounded little different from the great blues masters.

As the word spread, the label became more successful, signing a deal with CBS to safeguard its expansion. New bands were taken on: Chicken Shack, Peter Green's Fleetwood Mac. The latter's dreamy "Albatross" sits awkwardly among the cruder sounds of Eddie Boyd and Champion Jack Dupree. Indeed one might be tempted to dismiss its blues origins altogether; but a careful listen to Green's impassioned guitar playing confirms the evolutionary progression which had taken place.

"Albatross" was, by some distance, the label's finest moment; it topped the British charts in early 1968, selling more than 1m copies. But Vernon remained true to his own faith: he scoured the US to bring more of the music he loved to Britain, while his contemporaries were practising their newly-learned marketing tricks and reaping the dividends.

The British blues explosion duly burned itself out. The careers of Clapton and Fleetwood Mac took their well-documented turns, others remained stubbornly undiscovered. *The Blue Horizon Story* is a fine reminder of an era which touchingly regarded authenticity as a prime virtue: it should be placed in a museum.

Peter Aspden



Instinctively, naturally, sensational: Maria Callas in 'La Sonnambula', 1957

A diva's legacy

Alastair Macaulay considers how our perception of Maria Callas has changed since her death 20 years ago

Maria Callas - the greatest operatic singer of the last half of our century, and the most famous prima donna in history - died in 1977, 20 years ago. Biographies, plays, even novels, have fanned the legend: EMI has marked the anniversary with its most voluminous Callas edition to date. Unknown recordings keep coming to light. You can now hear (though not on EMI) the 11-year-old Callas in 1935 on an Amateur Hour radio broadcast, and the retired Callas rehearsing in private in 1978, the year before her death.

It is fair to use the word "genius" of her; but we must also recognise the extraordinary nature of her ambition. Through our career, Callas wore two Janus faces: that of the severely conscientious, profoundly committed artist, and that of the headline-making focus of scandal. Nor can you fully separate one from the other. She knew that scandal was good for business - but she was also instinctively, naturally sensational.

The first sensational achievement of Callas's career was in 1949. After less than two years of work in Italy as a soprano in the heavily dramatic repertoire she stepped at 10 days' notice into one of the most brilliant coloratura roles, *Elvira* in Bellini's *I Puritani*, traditionally associated with light voices, just three days after Wagner's *Brünnhilde*.

This kind of volte-face became a Callas trademark. As late as 1961, when her top notes were painful shrieks and her entire voice was fraying, her EMI *Callas à Paris* LP recital threw down three gauntlets at once: (a) it was her debut as a French singer; (b) it included arias both coloratura and dramatic; (c) it ranged from high soprano music to items customarily sung by rich contraltos.

Callas often spoke of "serving" music. Most singers only serve music as far as is vocally congenial; she went far further, sacrificing comfort, loneliness, and the basic capital of her voice itself on music's altar. Although much

shepish "dramatic" singing has followed in her wake, she herself was flinchingly precise. How Callas worked on herself is demonstrated in exceptional detail by two recent CDs. Bach in 1985, EMI released the test recording she made in 1963 of Donna Anna's "Non mi dir" in *Don Giovanni*, and its staggering achievement has nothing to do with dramatic intensity, everything to do with a technique and musicality so prodigious that her astonishingly long, relaxed and fluent lines change the entire landscape of Mozart's aria. This year, however, EMI has released - on tracks 1 and 2 of *Maria Callas: the EMI Rarities* (EMI Classics 7243 5 66482 7) - both that and Callas's first test-recording of the same aria, made earlier the same day. The first, never released before, is technically even more amazing, with one 30-second breath (many singers cannot sustain a phrase longer than 10 seconds) linking together unusually separate phrases into a single skein of dignified pleading. Interpretatively, she seems almost to be sight-reading; the second account - responding to suggestions by the recording director, Walter Legge - shows the emergence of several new details.

The other is a "pirate", *Le Puzzole di Lucia di Lammermoor* (Memories, HR 4981), made up of no less than four successive performances of the Mad Scene from *Lucia di Lammermoor* in Mexico City in 1952, Callas's first-ever performances of the role. She sometimes muddles her words, but her grasp of the music is always an awesome object-lesson in overall architecture and in illuminating detail. The CD shows in particular how she kept changing details of accentuation, and kept searching for a style that would satisfy her. A phrase that is blithe at one performance becomes tragically laden at the next; she is still negotiating whether Lucia needs a light or dark voice. Meanwhile, she also knows musico-dramatic truths that no other Lucia of our century has known: the psychological fragmentation of

Lucia's condition in the wordless cadenza with Dute, the plaintive pathos within the vaulting virtuosity of her final cabaret. Callas began to record for EMI in 1953, and her arrival set the seal on the new LP era as surely as Caruso's had on that of 78s. The greatest Callas, however, is seldom to be heard in her studio recordings. That EMI has remastered an increasing number of her live recordings is very welcome. And 1963 saw the end of her vocal prime, for it was the year in which she began to slim. As Michael Scott demonstrates in *Maria Meneghini Callas* (Simon & Schuster, 1991), this didn't make her lose her technique, but it did make her lose her voice.

It is in the live recordings from 1948-63 that the fullest miracle of Callas is radiantly apparent. They show her often working with great conductors - such as Serafin, Gui, Erich Kleiber, de Sabata, Berbiolli, Bernstein - and her range (from Wagner's Kundry to Rossini's Armida) is at its most extreme. She stretches out the most taxing phrases in *Turandot* at far greater length than other singers would attempt, and at the same time goes straight to the core of the role's defensive sexual frigidity; she preserves her standards even when working without good conductors or (more often) good tenors; she unfolds a hysteria and a legato within Wagner's Kundry that galvanise the role into a new tragic glory; and she finds a greater range of colour within *Lucia* and *Traviata* than would later be available to her.

Callas often struck sparks from dramatic interplay with colleagues. But she struck the best sparks from herself. Remember who and what she was: myopic, overweight until her 30s, a Greek American who seems always to have been speaking in a language that was not her first. Music was the only serious outlet her psyche knew. And musical psychodrama is nowhere more supreme than those extended scenes in which Callas is lost amid her character's thoughts. Maybe it was sensationalist of EMI to present one Callas

LP just called "Mad Scenes" (1958), but it was also brilliant. The heightened psychological condition of operatic madness released profound instincts within her.

Yet perhaps all she really needed, to be most herself, was music that expressed contrast and tension within classical form. I have often thought that the great-

est single recorded item of her entire career is of the aria "D'amor sull'ali rose" during a live performance of *Il Trovatore* at La Scala in 1953. In the opera's first three acts, ironically, she is at her least committed. Then, suddenly, she is at her grandest. In this scene, true, she is not in her clearest voice, nor can she essay the highest options she so soar-

ingly brought off in her 1950 debut in the role. Here, however, she is fully awake to the music's dark tragic nobility. There is no dramatic conflict here, but the aria's constantly self-renewing sweep, its swelling long-lined lyrical expansiveness, and the contrasting trills and portamenti that contribute to its texture: these are enough to make Callas sublime.

● *Le Nozze di Figaro*: by Mozart. Conducted by Ivo Bolton in a staging by Graziella Sciutti; Jan 9, 11, 14

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COMMENT & ANALYSIS

Philip Stephens

Courageous stand

Mo Mowlam's meeting with loyalist prisoners may not be enough to save the Northern Ireland peace process

Pace now lies with the murderers in the Maze. So it seems, anyway, as the peculiar madness of Northern Ireland takes Mo Mowlam into the province's top-security Maze prison. Later today, the secretary of state will entreat convicted terrorists to prevent the collapse of the three-year-old loyalist ceasefire. Meanwhile, Gerry Adams and the equally murderous Sinn Féin/IRA preen themselves on what passes for the moral high ground.

There is no telling whether the passage of time will declare this latest effort to forestall a sectarian bloodbath futile gesture. Ms Mowlam says her willingness to speak to those responsible for the random slaughter of hundreds of Catholics is born of determination rather than desperation. Many will judge her foolhardy. Eyebrows have been raised even among her own officials.

I happen to think she is courageous. Ms Mowlam is careless of her own political fortunes. She would prefer to be branded a fool than to let slip the chance of keeping the political leaders of the loyalist paramilitaries in the all-party peace process. That is a rare quality in a politician. And yet it is hard nonetheless to imagine a more depressing acknowledgement of the stranglehold that the men of violence exert over the future of the province.

The glib response to this macabre turn of events is to blame it on the British government. Once Tony Blair shook the hand of Mr Adams in 10 Downing Street, the moral case was ceded. Sup with the political leaders of terrorism and it is hard to be squeamish about sitting down with their footsoldiers. Ms Mowlam will be told by the prisoners that concessions already made to the IRA must now be matched by similar gestures

towards loyalists. It cannot be long before Mr Adams demands she also take tea with the Maze's republican killers. Parity of esteem, they call it.

Mr Blair, so this argument runs, should have had no truck with the gunmen and the bombers on either side of the sectarian divide.

(Nor for that matter should have John Major's administration.) If the government had confined negotiations on a political settlement to Northern Ireland's democratic parties, Ms Mowlam would not be paying homage now to a bunch of psychopaths. Once you treat murderers as politicians, there is no end to their blackmail.

At this particular stage in the game, it is a superficially beguiling thesis. Whether or not Ms Mowlam persuades the loyalist prisoners that their political leaders should turn up at the resumption of the talks on Monday, the prospects of the negotiations leading to a permanent peace are far from auspicious.

The latest outbreak of violence started in the Maze two weeks ago with the murder by republicans of the imprisoned loyalist Billy Wright. No matter that Wright had broken with the mainstream protestant paramilitaries. Nor that he took

Sup with the political leaders of terrorism and it is hard to be squeamish about sitting down with their footsoldiers

a particular delight in the murder of people whose crime was to have been born Catholic. Two more innocents were killed in reprisal for his death. Hardline republicans responded in turn by packing 500lb of high explosive into a town centre car bomb.

Thus far these tit-for-tat outrages have been cast as the work of splinter groups rather than the big terrorist organisations. Sinn Féin/IRA on the republican and the UDA and the UVF on the loyalist side have claimed responsibility. But the security forces are certain that there has been collusion. The line between this "no claim, no blame" terrorism and the resumption of hostilities by the mainstream paramilitaries is perilously thin.

There are other ominous signs. IRA units have been tracked carrying out targeting exercises. Only a certain sophistry has allowed the government to conclude that such manoeuvres do not amount to the "hard targeting" that would disqualify Mr Adams from a place at the negotiating table. As for the loyalists, there is a strong suspicion that there will be more murders before Billy Wright's killing is judged avenged. And that, of course, would give the IRA just the excuse it needs to pin the blame for a breakdown of the ceasefires on the loyalists.

Were republicans and loyalists to stay in the talks for many more weeks, they would also be forced to face up to the unpalatable truth that neither side can win on its own terms. Mr Blair has set a deadline of May for a conclusion of negotiations. The time for convenient ambiguities is passing.

Mr Adams knows that, whatever the deal, it will fall short of a commitment, even on the longest of horizons, to a united Ireland. A settlement would modernise the union, not break it. Yet

it is the government's most serious challenge.

Mr Adams knows that, whatever the deal, it will fall short of a commitment, even on the longest of horizons, to a united Ireland. A settlement would modernise the union, not break it. Yet

Personal View · Dominique Moisi

Right man on wrong path

Lionel Jospin should beware of mixing ideological reason with political calculation

& Old Labour in France bears only passing resemblance to New Labour in the UK. The subdued charm and serious, middle-aged demeanour of Lionel Jospin, the French prime minister, do not evoke the charismatic energy or youthful smile of Tony Blair, his UK counterpart. Yet both men are still popular in their own countries, a fact more surprising in France than in the UK, given the comparative economic performance of the two nations.

After six months of Socialist experiment in France, Mr Jospin gives the impression of being the right man for the job. But, on some issues at least, he is going in the wrong direction. The prime minister may be confronting his most serious challenge if the protest of the unemployed, reacting out of despair, gets out of control.

For the moment, Mr Jospin still conveys an image of modesty and honesty that contrasts sharply with the cynical years of the Mitterrand era and the arrogant, technocratic behaviour of Alain Juppé, his immediate predecessor. His attempt to rehabilitate politics in the eyes of French citizens – to say what he will do and to do what he says, in the words of one of his electoral promises – has earned him a long honeymoon period.

But there is a danger that he is taking the wrong path, for a combination of ideological reasons and political calculation.

The plan to cut the maximum working week from 39 to 35 hours, imposed by the Socialist majority against the wishes of many employers, does not make sense economically. There is little chance it will have a serious impact on unemployment, which is the government's most serious challenge. The



law reflects, above all, a belief that the state should play a strong role in the economy, a view that differs radically from that of the rest of the European Union and the west in general.

The idea that central government, as opposed to market forces, can be held directly responsible for the creation of jobs is outdated. However, such an ideological vision is linked to simple political calculations. It is probably in tune with the feelings of most French people, who want to be protected by the state from long working hours as well as from foreign immigrants.

Whereas the left in power could have taken a moral line on the question of immigration and a realistic one on its economic programme, it took a different road. In effect, it opted for realism on the sensitive issue of immigration by refusing to depart radically from the wishes of the conservative majority, while instead appearing to make ideological choices on the way to deal with unemployment.

It remains to be seen whether the French prime minister will prove to be more pragmatic or more ideological. Whatever the answer to this fundamental question, Mr Jospin benefits from the fact that most French people like the cohabitation system, in which a president of one political party works with a government of a different political persuasion, even if they consider it hampers French influence in Europe.

Having failed to achieve a new type of balance between the executive and legislative power, they have in practice created a new balance between the two branches of the executive: the presidency and the prime minister.

For a combination of personal, institutional and political reasons, never has presidential power been so weak in the Fifth Republic. So far has the balance tipped that the present balance of power between the president and his prime minister is probably contrary to the spirit of the constitution.

Because last year's early dissolution of parliament turned into a political fiasco

for Jacques Chirac, the president, and his conservative majority, Mr Chirac lost much political support within his own camp. It would probably be an exaggeration to compare the condition of the French right with that of the UK's Conservative party, but it is in a poor state. Deeply divided and without an obvious leader, its credibility has been eroded by the continuing rise of the extreme right. Uncontested by a weak opposition, the governing coalition is limited in its ability to act – fortunately, some critics would say – because of its strong commitment to the planned single currency. So much so, that on important European issues, it is difficult to distinguish between Mr Jospin's government and that of his predecessor. Most French people acknowledge there is no serious alternative to the European Union. This is the most important guarantee for the stability of the cohabitation: the president and prime minister are married to each other by Europe, as illustrated by their tacit agreement to adjust the French constitution to the Maastricht treaty without a referendum.

But, even though the French seem less gloomy than six months ago, the country has not come out of the crisis of confidence over the shape of its future. When assessing the condition of France today, one must distinguish between the dynamism, competitiveness and entrepreneurial spirit of many companies and the relative rigidity of the state. France, for better or for worse, has a lot more "state" than the rest of Europe.

If the French state cannot be reformed from within, is the solution its slow erosion through Europe? This would be an ironic result for a country that, for decades, saw in Europe a vehicle by which it could maintain French influence.

The author is deputy director of the Paris-based Institut Français des Relations Internationales. He writes here in a personal capacity

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LETTERS TO THE EDITOR

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Zeitgeist clue to long-term brand survival

From Ms Samantha Zafit.

Sir, Lord Saatchi is correct in pointing out that only eight of the 100 top US companies in 1990 exist today, and that brands grow and succeed on simple emotional appeals ("Battle for survival favours the simplest", January 5). However, he does not provide answers to his central question of how a brand is to retain market share and emotional appeal over periods of emotional change, let alone the succeeding emotional revolutions that occur over decades.

The answer is that brands should transfer the emotions

they "own" from one product to another as the Zeitgeist changes. Lord Saatchi's contention that a brand should strive to produce simple emotional identification with its product is correct as far as it goes, but only certain areas command certain emotions at any one time.

The closing of the Spam factory in the UK demonstrates that the mechanical-retrieved pressed meat market no longer commands the emotions of wholesomeness frugality that it once did so effectively. The same process is inevitable in all sectors. So the present dominance of

chocolate bars as "hunger satisfaction" has only one certainty, and that is that it will end, caused, maybe, by a "great chocolate scare".

Companies that do maintain market share and stay successful are those that own core values and transfer these from product to product as time goes on. Homepride, the UK foods concern, is a company where the emotional appeal of home cooking pride invested by the nation in its flour and baking products no longer existed. Its successful response was to innovate within the brand into

cook-in sauces and spices to produce world cuisine at home, so shifting emotions of home baking pride from one product to another as the Zeitgeist moved.

Advertising agencies tend to focus on flash-in-the-pan brand success, but the long-term future requires

safer hands and a robust

brand strategy for the medium-term. Emotional appeals alone cannot be held up as the secret of success.

Samantha Zafit,
27A Greycoat Gardens,
Greycoat Street,
London SW1P 2QE, UK

Guaranteed

From Mr George Bain.

Sir, I have read several of the comments made about George Soros's article ("Avoiding a breakdown", December 31) and find that neither these writers, nor Mr Soros, seems aware that an organisation such as he suggests already exists!

While currently limited to certain risks, the Multilateral Investment Guarantee Agency, part of the World Bank Group, might readily be expanded in its charter to accommodate the Soros proposal.

George Bain,
9500 Liberty Tree Lane,
Vienna, VA 22182, US

Cross-shareholdings must be banned

From Mr Ken Takasu.

Sir, With regard to the various reported efforts by Japanese authorities to support the Japanese stock market ("Japan cracks down on stock market abuses", January 5), it appears to be a clearly futile effort. The short-term consequences of a plummeting Nikkei index may be disastrous but it should finally mark the end to the various problems affecting the country's "real" economy.

Japanese commercial banks must be prohibited from owning shares in industrial companies. When owners of shares do not benefit through increases in

antity value (capital gains) or a dividend payout, but by "insider information", which permits "safer" loans, then corporate governance fails.

Other institutional investors such as pension funds with a long-term and active interest, should take over. This type of cross-shareholding of shares in Japan, especially by commercial banks, has often been attributed to the lofty share prices. Elimination of cross-shareholdings by banks will lead to a needed decline in prices to "international" levels. Markets will find the appropriate level.

It appears that any hope of

European parliament holds key role in enlargement

From Mr James Moorhouse MEP.

Sir, In your excellent survey of the British presidency of the European Union ("Europe: The State of the Union", January 5), you correctly identified enlargement of the Union as one of the key issues to be tackled over the next six months.

Your survey makes clear that enlargement is a hugely complex and protracted process, which will take many years to complete. What it might usefully have added is the important role of the European parliament in

bringing about a successful outcome.

The European parliament's involvement in the Union's enlargement is significant in two respects. First, no country can be admitted to the Union unless the parliament gives its consent. This confers on the parliament not just an absolute power of veto, but also a significant influence over the negotiations themselves.

Second, the parliament has a unique role to play in upholding the principles which undermine membership of the EU. It is the only

European institution that is directly elected, transparent and accountable. In contrast to the Council of Ministers, which is often perceived as a secret forum for political horse-trading, the parliament's decisions strongly reflect common values, public opinion and the consciences of its members. The parliament will be a credible advocate in explaining to the Turkish government, for instance, that its application for membership of the EU has not fallen victim to prejudice or political dealing; no country can be considered

for membership unless it is a liberal democracy that protects the human rights of its citizens. Sadly, Turkey is still far from meeting such a standard.

Everyone concerned with enlargement would be well advised to pay attention to the European Parliament's role.

James Moorhouse,
Conservative spokesman on
foreign affairs, defence and
human rights in the European parliament.

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FINANCIAL TIMES

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Friday January 9 1998

Politics and the president

The surprise nomination of Jean-Claude Trichet, head of the Banque de France, for the presidency of the European Central Bank was a nasty shock to politicians in the rest of Europe. A proposal to give Mr Trichet and his rival, Mr Duisenberg, a four-year term each in the top job is now gathering steam. The affair has damaged the credibility of the ECB. The compromise solution, though, could make matters worse.

The European Central Bank was constructed to be a model of central bank independence, a kind of super-Bundesbank. The rationale was that the more independent the central bank, the quicker it will be able to establish its credibility.

But the enthusiasm for this degree of independence has come primarily from Germany. France wanted the ECB to be more accountable to politicians.

This is why Paris has been pushing for the "Euro-X" club, which it hopes will provide a political counterweight to the central bank. And this may also be part of the reason why France nominated Mr Trichet to be the first head of the new central bank.

This nomination has politicised the selection process, making appointment of either candidate very sensitive. The compromise solution, whereby Trichet and Duisenberg would each take one-half of the eight-year term, could bring a speedy resolution without any country suffering embarrassment. However, this solution has some serious drawbacks.

First, a four-year term is a very short one. There is a risk that both candidates will be viewed as lame ducks, with no time to build up their own credibility. And a change in the central bank president so early in the lifetime of the euro would undoubtedly increase uncertainty, even though there are very few differences in the policy stance of the two candidates.

Second, the compromise would clearly be a purely political decision. This would undermine the perception of political influence, which will make it far more difficult for it to build up credibility.

The best solution now would be to choose - quickly - a single candidate to fill the whole eight-year term as president. But this will not guarantee a smooth ride ahead.

The battle over the presidency has shown up the strains in the Franco-German relationship. There are deep-seated differences in the two countries' economic priorities and in their views about the role of government. These differences risk causing further problems as the institutional structures supporting the euro develop in the years ahead.

Alarm in Jakarta

After South Korea, Indonesia has become the latest Asian country to see its currency and equity markets in free fall. But with the government of President Suharto clearly way off the mark in meeting the conditions of its International Monetary Fund rescue programme, it is much harder to see how Indonesia can be helped by the international community.

Though there is still a long way to go, the turning point for South Korea came when a newly elected president was able to make credible commitments on economic reform. Those commitments enabled the International Monetary Fund and leading industrial countries to justify extra assistance to stave off default.

A similar decision in Indonesia's case would be harder in the best of circumstances. Indonesia's debt is large, like that of Korea; its fragile unity and strategic importance makes for concern about political and civil unrest. But Indonesia is also a smaller economy than Korea; it is not a proper democracy and its poor record on human rights has aroused the ire of international lobby groups. Above all, it no longer appears to have a leader able to make a credible commitment to reform.

Mr Suharto's record on handling the latest crisis is dismal. His silence yesterday as the markets crumbled and panic

buying hit the shops was deafening. The economy is increasingly rudderless, and the latest budget, which is based on unrealistic assumptions about the exchange rate, growth and revenues, openly flouts targets laid down by the IMF.

Reforms of the financial sector and curbs on expensive projects have been halted or even reversed where they conflict with business interests of members of the presidential family. Given Indonesia's legal and regulatory weaknesses, there are doubts about its institutional ability to deliver structural reform. Amid the mounting chaos there are signs that political support for President Suharto is waning.

The choice facing him now is stark. If he wants the haemorrhaging of the markets to stop, he must come out clearly with a commitment to reform, backed up by immediate action which makes that pledge credible. If he cannot do so, he must consider stepping down in favour of someone who can.

The alternative is further descent into chaos, and almost certain default. That might cut Indonesia off from foreign capital for years. It would be painful for creditors, but the pain would be more bearable than the problems created by writing a blank cheque to a government that refuses to put its own house in order.

Blair's dome

The millennium awakens the human taste for superlatives. Pope John Paul II is planning the biggest religious celebration, France intends in turning Paris into a genuine city of light - to perfume the waters of the Seine, and fill them with multicoloured plastic fish. A wooden tower will rise on the riverbank; the Eiffel Tower will lay an enormous luminous egg on December 31, 1999.

Britain's Tony Blair has loftier aims, but has attracted, if anything, even greater criticism. He wants to create the finest exhibition the world has seen: inside a dome now being built at Greenwich, beside London's river Thames, the Labour government intends to mount a 1758m-year-long "experience" devoted to the future of human society.

For its critics, the dome has come to symbolise much that is wrong with Britain. The secrecy surrounding its content is seen as symptomatic of a closed society; its impermanence as evidence of short-termism; its cost, more than half to be met by the national lottery, as an insult when benefits to single parents are being cut; its location as a centralist bureaucracy's choice; its quasi-thematic park nature as proof that Britain is not serious about high culture. Above all, it is taken as an indication that Mr Blair and the minister responsible, Peter Mandelson, are getting above themselves.

There was a strong case for

dumping the dome after last May's election. The project was a shambles. Its main designer had quit, the organisation was in a mess and there was nothing to put in the dome. The cost had risen by £200m. Many in the Cabinet wanted to cancel it. "New Labour, New Millennium" was, however, too tempting a prospect. The government rescued it, and the first results of the rush to fill it meaningfully will be revealed to the public next month.

In the circumstances, it is time for Britain to give the project the benefit of the doubt. It is too late to replace it with a convincing alternative. Constructive criticism should aim to make the "experience" as fulfilling as possible. That does not mean suspending critical judgment. The companies being tapped for sponsorship should provide it only where they see commercial benefit, and the Commons culture committee must continue its scrutiny, particularly to guard against escalating costs.

The government is backing its judgment that, come 2000, people will be seeking a focus and an enlightening place to visit. The project could yet prove an enjoyable act of public education. Britain managed to celebrate intelligently at the Great Exhibition in 1851 and the Festival of Britain in 1951. It would be a pity if it lacked the ability to do so at the millennium.

COMMENT & ANALYSIS

Genetic feast or famine

Designer crops, from maize to soyabean, are spreading with phenomenal speed - except in Europe, says Alison Maitland

Flocks of genetically engineered sheep clones, DNA testing of people by insurance companies, even talk of human cloning - all these raise popular worries. But of all the uses of genetic engineering, the most common and fastest growing is taking place down on the farm. Last year about 30m acres around the world were planted with crops genetically designed to survive pests or disease. That was six times the acreage in 1996.

In the US, nearly one acre in seven of the soyabean harvest was grown from genetically modified seed, up from one in 50 in 1996. China is thought to be growing more than 4m acres of genetically modified tobacco and tomatoes. Argentina, Canada, Australia and Mexico also have commercial crops.

But there is a noticeable absence from the genetic feast: Europe. Up to now, no transgenic crops have been planted commercially in the European Union. There are many trial plots, but nothing grown in Europe has yet reached the shops. Nor are there many imports.

The EU's approval process for novel crops is slow, causing tensions with US suppliers who want to boost European sales.

The regime is actually getting stricter. New proposals by the European Commission seek to toughen the licensing conditions for new crops and build "ethical considerations" into the approval process.

So why is Europe reluctant to embrace genetic agriculture? And what is this having? EU policies have been driven by two main concerns: the environment and consumer choice.

Environmental alarm over modified crops includes:

- The danger of creating "super-weeds" resistant to pests or herbicides. Experiments by French scientists have shown that herbicide-resistance genes inserted into oilseed rape can escape into other plants (for example, weeds) and persist for generations.

- The impact on organic farming. Organic farmers are concerned at biotechnology's adoption of the "Bt" gene, derived from a soil bacterium that they commonly use as a "natural" pesticide. They fear insects will develop resistance to it.

- The possibility that antibiotic resistance in the insect-killing maize developed by Novartis, the Swiss pharmaceutical company, could spread into livestock, and from there to humans. Austria and Luxembourg have banned imports of the maize, even though the EU has approved it.

- The risk that beneficial predators of crop pests could be harmed inadvertently. Scientists at the Scottish Crop Research Institute and Cambridge University have found ladybirds' reproductive success is damaged and the females' lives shortened by an insecticidal protein obtained from snowdrops and inserted into potatoes to fight aphids.

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COMPANIES AND FINANCE: INTERNATIONAL

German M&A deals hit record in 1997

By Andrew Fisher in Frankfurt

German companies were involved in a record volume of mergers and acquisitions last year, with the total size of deals more than doubling to DM152bn (\$85.3bn), according to M&A International, a merger consultancy based near Frankfurt.

This compares with a total transaction value of DM67bn in 1996. The number of deals rose 7 per cent to 1,900. The figures comprise purely German deals – including those agreed but not yet concluded – as well as those in which Ger-

man companies were the purchaser or target of a foreign concern.

Among the largest transactions were the merger of Bayerische Hypo- und Wechsel-Bank and the purchase by Switzerland's Roche of Boehringer Mannheim, the pharmaceuticals group.

Allianz, the insurance group, has expanded the total through its acquisition of AGF of France. Other prominent deals include Munich Re's merger of its primary insurance businesses and Veba's purchase of a 36 per cent stake in

Degussa, the chemicals company. Hoechst sold its specialty chemicals activities to Clariant of Switzerland and bought the outstanding stake in Roussel-Uclaf of France. Preussag, the industrial conglomerate, is buying Hapag-Lloyd, the shipping, transport and tourism concern, with Metro purchasing the European cash-and-carry operations of Makro of the Netherlands.

Arno Burkhardt, managing director of M&A International which specialises in *Mittelstand* (medium-sized) company business,

said prices had been published for only DM14bn of last year's deals. Of these, German deals accounted for DM48bn, German deals abroad DM28bn and foreign purchases in Germany DM95bn. The value of the rest had been estimated.

He said the German merger and takeover scene should continue to be lively this year. Pending deals included the merger of Bankengesellschaft Berlin and Norddeutsche

Landesbank and of Krupp Hoesch and Thyssen, the steel and engineering companies. Both are still in the negotiation stage, although

the merger of the Krupp and Thyssen steel interests was included in the 1997 figures.

Mr Burkhardt said another big bank deal was likely. Following the Bavarian merger – to create Bayerische Hypo- und Wechsel-Bank – speculation about foreign deals by Deutsche Bank and Dresdner Bank has been rife with Commerzbank the subject of takeover rumours.

He expected more transactions involving smaller and *Mittelstand* companies, ahead of the possible lowering of the tax threshold on capital gains in corporate deals.

Madrid to complete bank sell-off

By David White in Madrid

The remaining 29.2 per cent state shareholding in Argentaria – the last government holding in Spain's commercial banking sector – is to be sold in mid-February, mostly to small investors, under plans to be submitted today for approval by the country's CNMV securities commission.

Following strong domestic demand for other recent Spanish privatisation issues, about 80 per cent of the global offering is expected to be reserved for retail investors, according to bankers close to the operation.

The offering, the largest in a four-stage privatisation of the banking group begun in 1992, is expected to be worth about Pt2525bn (\$2.2bn). International and Spanish institutional tranches have still to be allocated.

Morgan Stanley Dean Witter, Banco Bilbao Vizcaya, Banco Santander and Argentaria itself have been appointed as global co-ordinators – the same line-up as the bank's last privatisation issue in March 1996.

Spain's centre-right government is set to give its formal go-ahead to the issue next Friday, with the final prospectus scheduled for presentation to the CNMV a week later. Applications for shares are scheduled to open on January 26. The final price is expected to be set on February 16, and the shares to start trading the following day.

The government, which is committed to preserving Argentaria's independence, at least in the short term, is also due next week to lay down a "golden share" rule enabling it to veto any move by a single buyer to take a stake of 10 per cent or more in the privatised bank over the next three years. This provision may be extended for a further year.

In the meantime, Argentaria is seeking foreign financial partners to provide a stable shareholding base. Francisco Gonzalez, chairman, initially tried to form a "hard core" of non-banking Spanish shareholders ahead of full privatisation.

However, he has now switched strategy in an effort to secure European and other international allies which can bring business to the group and bolster its position in the run-up to European monetary union.

Next month's offering covers all the state's shares in Argentaria, including 2.6 per cent held through the industrial holding company Sepi.

Individual investors are expected to be offered a 3 per cent discount with a further 3 per cent loyalty bonus for those who keep their shares for at least a year.

The proposed terms were not due to be released until their approval by the CNMV, although leaked details were published in the *El País* daily yesterday.

Next week's cabinet meeting is also expected to authorise the purchase from Argentaria of two office buildings near the Spanish parliament, for Pt14bn.

Carlsberg's spirits rise as revamp goes ahead

It is just a year since Flemming Lindelov took over as chief executive of Carlsberg. In that time he has overseen some important changes at the Danish international brewery group, making him happy to declare recently he was "full of optimism".

Along with Heineken and Guinness, Carlsberg is one of the three large international brewery groups that do not depend on their domestic markets. Mr Lindelov is confident Carlsberg will maintain its position in spite of moves by brewers with a strong domestic base to build their international businesses.

The Danish brewer – controlled by the Carlsberg Foundation, which is also famous for grants and bequests to sciences and arts – is renowned among analysts more for its caution than daring. But since Mr Lindelov took over from Poul Svahnholm, who resigned after 25 years, a gradual change has taken place.

First, Carlsberg decentralised, splitting into divisions with responsibility for the bottom line. Then, in the annual statement for the year ended September, it announced that investment in operations would be given more emphasis.

The strategy would be financed partly by the sale of financial assets and by more long-term loans, the statement said. As a result, the group's 41 per cent ratio of equity to assets would decline, Mr Lindelov says.

Carlsberg-Tetley's operating profits are satisfactory, he says. The figure last year was DKK544m (\$78.2m). But

UK market, which accounts for about one-third of its international beer sales.

The group's future was clouded for almost a year while the UK authorities decided whether to approve a merger of Carlsberg-Tetley, the group's UK arm, with Bass, the UK's largest brewer.

Mr Lindelov believes the decision last June to block the merger is not bad news for Carlsberg. Rather, it has restored the group's sense of purpose.

In August, Carlsberg took over the 50 per cent of Carlsberg-Tetley owned by Bass. That agreement was seen by the Danes as an advantageous fall-back position, as Carlsberg bought assets worth about £200m (\$457m) for £10m.

Carlsberg-Tetley can now carry out an important modernisation and restructuring in the UK. This will involve the sale or closure of three breweries, the investment of £40m in improvements – mostly in its two main breweries in Northampton and Leeds – and the reduction of its UK workforce.

At the end of that period, Carlsberg-Tetley will still be debt-free. Meanwhile, the bottom line at the Danish parent will remain untouched by the UK restructuring. "As we focus on our main products, we shall lose a small share of the total UK market over the next couple of years, but we shall gain a rising share of the brand name market for lagers," Mr Lindelov says.

Carlsberg-Tetley's operating profits are satisfactory, he says. The figure last year was DKK544m (\$78.2m). But

heavy structural charges taken last year mean Carlsberg-Tetley's UK accounts will show a net loss.

The restructuring also returns Carlsberg in the UK to the stand-alone position it enjoyed before its tie-up with Tetley in 1992. "We once again have our feet under our own table," says Mr Lindelov.

But he is aware that Carlsberg-Tetley faces a tough challenge. Beer consumption in the UK is not rising. There is excess production capacity in the UK, and Carlsberg-Tetley has less favourable supply contracts than in the past.

This year, Carlsberg-Tetley expects lower operating profits, but with the long-term expectation of a satisfactory return on capital invested.

Carlsberg is also getting its feet firmly under its own table in its Nordic market, where it is investing heavily in beer and soft drinks.

In beer, it has full control of Falcon, the Swedish brewery, with a 20 per cent share of the domestic market, and has majority control of Finland's Sinebrychoff, with 35 per cent of the Finnish market.

Carlsberg also has majority control of the Vana brewery in St Petersburg, which it sees as a platform for expansion in Russia.

In soft drinks, Carlsberg owns 51 per cent of Coca-Cola Nordic Beverages, a joint venture with Coca-Cola for production, distribution and sale of Coca-Cola in the Nordic and Baltic countries.

Globally, the Danish group expects the beer industry to expand, primarily in Asia and eastern Europe, and the



Flemming Lindelov: 240m to be invested in UK operations

group will continue to strengthen its position in both markets.

In China, competition is tough. Last year, Carlsberg China, which includes breweries in Hong Kong and Huzhou and a brewery nearing completion in Shanghai, slipped from profit to loss, largely because of significant marketing investment.

Carlsberg emerged from 1996-97 with sales of DKK19.47bn from 33.7m hectolitres of beer (only in Denmark) and 2.5m hectolitres of soft drinks, up from DKK17.90bn the year before. Operating profit was virtually unchanged at DKK1.25bn, but group pre-tax profits showed a small

improvement from DKK1.57bn to DKK1.75bn. Return on equity was unchanged at 18.1 per cent.

In the current year, sales will rise by DKK8bn as a result of the consolidation of Carlsberg-Tetley, Sinebrychoff and the Coca-Cola joint venture. This means operating profit will increase, but Carlsberg does not go further than this and does not publish its internal budget targets either.

Mr Lindelov hopes the results of all the efforts the group is making worldwide will be measured on the bottom line.

Hilary Barnes

Rossignolo set to head Telecom Italia

By Paul Bett in Milan



Gian Mario Rossignolo: likely to want executive powers

Gian Mario Rossignolo, chairman of Zanussi, the Italian consumer electronics company owned by Electrolux of Sweden, is set to become the new chairman of Telecom Italia, the recently privatised telecommunications group.

Telecom Italia's board is due to meet on Monday to confirm the appointment of Mr Rossignolo to replace Guido Rossi, who resigned in November after a widely publicised boardroom battle.

The privatised telecoms group, which was badly shaken by the sudden and acrimonious departure of Mr Rossi barely a month after the company was floated, was anxious to resolve its senior management problem as quickly as possible.

The Telecom Italia board was expected to meet at the end of this month to consider the appointment of a new chairman. However, the company's new group of core private shareholders – including Ifil, the Fiat Agnelli family industrial holding; IMI, the Rome investment bank, as well as Credite Italiano, Banca Commerciale Italiana, Istituto San Paolo di Torino and Assicurazioni Generali –

with extensive experience first in the Fiat group and in the past 15 years with the Wallenberg group, the industrial dynasty which is Scandinavia's equivalent of the Agnelli family in Italy.

Mr Rossi's resignation followed a row with Mr Tommaso Tommasi di Vignano, Telecom Italia chief executive, over the corporate governance of the privatised telecoms group. Mr Rossi

wanted to introduce greater checks and balances on Telecom Italia's senior management as well as wider powers for the chairman.

The issue provoked considerable political tension within the Italian governing centre-left coalition, with the former communist PDS party, the largest member of the coalition, siding strongly with Mr Rossi.

The PDS criticised the successful resistance of Mr Tommasi and the Telecom Italia management to the corporate governance changes proposed by Mr Rossi as an effort by the old guard of former state managers to maintain their dominance in the company.

The company's new 1.8m small investors, and new institutional investors, were also worried by the potentially damaging repercussions of the power struggle on one of the country's largest public companies. The choice of Mr Rossignolo appears designed to allay these concerns by bringing in a manager of independent mind with strong international experience.

Mr Rossignolo is unlikely to see his role as a figurehead chairman, but rather to insist on holding certain executive powers, according to Italian businesssmen.

Mr Rossignolo, 67, is expected to resign from the executive committee of Ericsson, the Swedish telecommunications equipment manufacturer, because he has the margins to deliver a better and cheaper service," said Ann Birulés, the new operator's managing director.

Retevisión will not initially charge connection and monthly fees and will bill subscribers according to usage in seconds instead of in frames of three minutes, whether used up or not, as Retevisión does.

International and long-distance domestic calls, the start-up services offered by the new opera-

tor, are expected to undercut Retevisión by some 20 per cent.

The aggressive pricing is possible thanks to low interconnection fees – the price Retevisión has to pay for using Telefónica's lines.

"The regulator is actively interested in promoting competition," said Ms Birulés.

Other candidates are understood to have been considered for the Telecom Italia chair – including Paolo Fresco, a Fiat board member and number two at General Electric of the US; Pasquale Pistorio, chief executive of SGS-Thomson, the Franco-Italian semiconductor group; and Lucio Stanca, head of IBM-Europe.

Retevisión has less than a year to establish itself because the Spanish market will become fully deregulated in December and a third licence could be awarded this spring. It has, however, stolen a march on others willing to take on Telefónica by entrenching itself in the Basque region, where it has a cross-share arrangement with a local operator, and in Catalonia by virtue of its Barcelona headquarters.

Retevisión all set to usher in era of telephonic freedom

Retevisión, the second Spanish carrier of basic telephone services, has left nothing to chance as it begins to compete with Telefónica.

It has lined up aggressive pricing, the backing of Spain's commercial and industrial heartland and a promotional campaign that touches a nerve in every Spaniard over 40.

Television advertisements have José Luis López Vázquez, one of Spain's best known actors, step-

ping out of a telephone kiosk to the slogan: "At last freedom has arrived... the monopoly is over." In a memorable short film of the early 1970s, Mr Vázquez was unable to get out of a telephone kiosk and, ignored by passers-by, was eventually hoisted by a crane onto a lorry which took him to a kiosk "cemetery" where others were trapped inside similar telephone boxes. The film was a metaphor of curtailed liberties during the Franco dictatorship. The film flashback is apposite

since Retevisión, the former state-owned TV signals company, is a flagship of Spanish deregulation and its launch is a break with the past. The centre-right government completed the privatisation of Retevisión in February and then cut short its monopoly by inviting tenders to run Retevisión as a fixed-line provider.

Telecom Italia and the domestic power group Endesa headed a consortium that in July acquired 70 per cent of Retevisión for Pt1.17bn (\$1.17bn).

"We symbolise competition

because we have the margins to deliver a better and cheaper service," said Ann Birulés, the new operator's managing director.

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Analysts suggest Retevisión

could capture 10 per cent of the domestic telecoms market by 2007. "That is a minimum target," said Ms Birulés.

Tom Burns

INTERNATIONAL NEWS DIGEST

Publicis agrees Canadian buy

Publicis, the French advertising group, has bought a 75 per cent stake in Toronto agency SAW. The acquisition comes only weeks after a US court blocked attempts by Publicis to take control of True North Communications of Chicago. Yesterday's deal, under which SMW's managers will retain 25 per cent of the company, makes Publicis the sixth largest advertising agency in Canada, the French group said. Financial terms of the deal were not disclosed.

Two days ago, Maurice Levy, chairman, said his company would be looking for other takeover opportunities in North America in the wake of the failed attempt to take control of True North. The French group is still considering what to do with its remaining stake in True North which, after True North's \$400m merger with Boxel, Jacobsen Kenyon Eckhardt agreed last month, will be diluted to about 10 per cent.

SMW's had sales of C\$80m (US\$55.8m) in 1997. Publicis already owns Montreal agency BCP – now known as Publicis BCP – which it took over in September 1996.

Financial staff and agencies

SHIPPING

Frontline drops bid for ICB</

COMPANIES AND FINANCE: INTERNATIONAL

Seagate profits hit by Asian price cuts

By Nicholas Denton
in San Francisco

Shares in Seagate Technology, the world's largest manufacturer of computer hard disk drives, plunged yesterday after the company issued a profits warning prompted partly by the effects of the economic crisis in Asia.

But a positive effect of the crisis was also shown as Dell Computer, the leading direct maker of personal computers in the US, said it was cutting prices of desktop machines

by up to 15 per cent because of the falling price of inputs from Asia.

However, price cuts by Asian component makers contributed to the severe pricing pressure that Seagate cited when it issued its profit warning on Wednesday evening. Its shares fell 6 per cent in morning trading on Wall Street yesterday after it said it would take a \$250m restructuring charge for the quarter just ended.

The market glut for hard drives, which store computer files and applications, has led to a collapse in prices and lower than expected revenues for Seagate. It has been caused in large part by output from factories built by Japanese and South Korean groups such as Fujitsu, Samsung and Hyundai.

Seagate announced in November it expected revenue and earnings for the quarter just ended to fall short of expectations. But the final month's performance was so dismal it prompted a second alert.

In the quarter, the second of its financial year, Seagate projected revenues of \$1.65bn - more than 31 per cent below the level of a year before, a drop precipitous even by the standards of the typically cyclical storage industry.

Having already said earlier it expected to be only "marginally profitable", Seagate now expects a substantial second-quarter loss.

It is Seagate's second unexpected loss in a row. Seagate shares, having slumped on Wednesday in anticipation of an announcement, fell 11% to \$19.5. They are 65 per cent off their 1997 high. Seagate is the latest company to attribute disappointing results either to competition within the US. Dell was the first company to attribute fall in costs to recent currency devaluations in Asia, which have made exports from the region cheaper from a US perspective.

Companies with shortfalls in part on Asia include 3Com, the networking equipment maker, Oracle and Sybase, two database companies, and several component makers. Analysts said that, although the Asian difficulties are real, they have also provided

Shares of US healthcare group hit

By John Labate in New York

Shares in MedPartners, a leading US healthcare provider, tumbled more than 40 per cent on Wall Street yesterday as investors reacted to two surprise announcements.

On Wednesday, the Alabama-based company that dominates its niche as a physician practice management company, said it had called off plans to be acquired by its smaller rival PhyCor in a deal valued at \$6.5bn.

"After a lengthy review and planning process, we determined, due to significant operational and strategic differences, we would be unable to successfully and effectively integrate the two companies," said Joseph Hutz, PhyCor chief executive and chairman.

The agreement to combine operations, which had been approved by the boards of both companies, would have created a network of 32,000 affiliated physicians across the US with 3m patients. The combined company would have had revenues of \$8.5bn.

MedPartners' shares were also under pressure yesterday because the company announced it expected a pre-tax charge to earnings of \$15m as a result of restructuring and a \$20m charge from discontinued operations.

MedPartners said a loss of 20-35 cents a share from continuing operations was possible in the fourth quarter. The company said it expected 1998 earnings per share to fall 30 per cent below analysts' current estimates of \$1.40 and \$1.42.

Wall Street analysts were swift to downgrade MedPartners shares, as Bear Stearns and Cowen changed their ratings of the stock from "buy" to "neutral". Morgan Stanley Dean Witter is similarly bullish: "The

Video games demand bolsters Toys R Us

By Richard Tomkins
in New York

Strong demand for video games helped Toys R Us, the world's biggest toy retailer, report a 6 per cent increase in Christmas sales yesterday, marking a sharp recovery from its dismal season a year earlier.

There were good December sales figures from other big US store groups, indicating that US retail spending had lived up to expectations. Goldman Sachs said its index of December sales at stores open a year or more rose 4.4 per cent.

The National Retail Federation, an industry body, said the numbers reflected a good season for US retailers. "Not a great one, not a spectacular one, but a good, solid holiday season," said Tracy Mullin, president. "I think most

retailers are pleased."

Toys R Us said its sales increase was driven by the video game "explosion" that began in 1996 with the introduction of the Nintendo 64 and Sony Playstation systems. It also had good sales of electronic virtual pets, action figures and many other items.

The increase contrasted with flat sales a year earlier, caused by shortages of Tickle Me Elmo dolls and Nintendo 64 products. This time, November and December sales rose 6 per cent, and Toys R Us said they would have risen 8 per cent without the effect of currency translation. US same-store sales rose 5 per cent.

Toys R Us also announced a \$1bn share buy-back and unveiled plans to introduce a shareholder rights plan to defend itself against a hostile takeover bid. Louis Lipschitz, chief financial officer, said no bid was expected: the company was simply bringing itself into line with common practice.

Among other retailers reporting Christmas sales figures yesterday, some of the biggest gains came from luxury retailers, which continued to benefit from the wealth generated by the stock market boom. Tiff's US same-store sales rose 15 per cent in November and December.

At the other end of the scale, Wal-Mart, the discount store group that is the world's biggest retailer, also had a good season, reporting a 7.2 per cent increase in December same-store sales.

But Kmart, its troubled rival, reported an increase of only 2.8 per cent.

Sears Roebuck, the department store group, said a late surge in spending helped it recover from a slow start, producing a 4.5 per cent increase in December same-store sales. However, this marked a slowdown from the previous year's 9.5 per cent.



Children in a US Toys R Us store using a scanner to register the toys they wanted for Christmas

AP/Wide

Bankers show an interest in education

By John Authers
in New York

Wall Street believes 1998 could be the year of education. Interest in "for-profit" quoted education companies has been growing and they now form a coherent sector which is followed by analysts from most of the largest US investment banks.

The hope is that the sector could take off in the same way that the healthcare management has done.

Gerald Odening, analyst at Salomon Smith Barney, said: "We believe education will become a standard industry category that investors will want to have as part of their portfolio. The for-profit education firms represent only a fraction of total public spending on education and we anticipate a continuing shift of public funds to private enterprise over the next five to 10 years."

Sandy Weill, chief executive of the Travelers Group, said similarly: "The

education industry is a \$635bn addressable market opportunity at the dawn of a new paradigm."

It estimates that private sector companies have penetrated less than 2 per cent of the potential market, and that this could extend to 20 per cent over the next 20 years.

The argument is that the private sector can exploit niches where the public sector does not have a foothold, such as training in information technology. It can also benefit from widespread dissatisfaction with educational standards to take market share from established non-profit organisations.

The past year has seen a series of the largest US investment banks, including Lehman Brothers, Bankers Trust, Alex. Brown and Salomon Smith Barney, hold conferences in New York to back the education sector.

On training at \$5.2bn and points to growing evidence of skills shortages and the increasing importance of information technology as reasons to predict growth.

Finally, the investment bank is also following the "instructional media" sector.

Educational Management Organisations, covering education from childcare through to university level, can benefit from the growing number of working mothers by offering tuition and other support out of school hours,

according to Mr Odening.

Training and Development providers would typically be employed directly by companies and would aim to benefit from the growing popularity of out-sourcing. Salomon Smith Barney estimates that total US corporate spending

on training at \$5.2bn and points to growing evidence of skills shortages and the increasing importance of information technology as reasons to predict growth.

Finally, the investment bank is also following the "instructional media" sector. It estimates the US market was \$6.5bn in 1996.

There is already growing corporate activity among education providers. Apollo Group, which runs the University of Phoenix, achieved

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Educational Management Organisations, covering education from childcare through to university level, can benefit from the growing number of working mothers by offering tuition and other support out of school hours,

the trading volume and capitalisation necessary to join the Nasdaq 100 at the beginning of this year, an event which caused its shares to jump 5.4 per cent. Its initial public offering was in 1994.

At the end of last month, the education sector saw one of its largest acquisitions to date, when Atlanta-based EduTrek International bought ITI Education, the largest IT training company in Canada, for \$75m only three months after EduTrek was floated.

The new company can offer ITI's Masters of Information Technology degree programmes through EduTrek's American InterContinental University chain of campuses in the US, UK and the United Arab Emirates. It estimates the US market was \$6.5bn in 1996.

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Analysts, however, said the merger would create an unwieldy group with a "hodge-podge" portfolio of low and high-end hotels.

GHG's share price ended one cent lower at A\$1.95 while ATG was steady at A\$1.05.

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Merger creates top Australian hotel group

By Gwen Robinson
in Sydney

Two Australian hotel groups yesterday announced a merger that will form the country's largest listed hotel group, with combined assets of over A\$500m (US\$320m).

Grand Hotel Group, a Melbourne-based property and hotel company, has offered one share for 2.6 securities in Australian Tourism Group, which encompasses

the Australian Tourism Fund and Australian Tourism Company.

GHG increased its offer by almost 8 per cent from its initial bid, launched last month after it purchased a 10.7 per cent stake in ATG.

ATG directors said they would recommend the offer to shareholders, subject to due diligence and an independent report. Executives of the two groups said the merger would create "a powerful new force" in Australia.

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COMPANIES AND FINANCE: UK

Rolls-Royce enthusiasts plan \$1bn bid

By John Griffiths, Emma Tucker and Alexander Nicoll

A consortium of enthusiasts wanting to keep Rolls-Royce Motor Cars in British hands said yesterday it would raise up to £580m (\$1.1bn) to mount a bid for the luxury carmaker, which is being sold by Vickers, the engineering and defence group.

The consortium, the Rolls-Royce Action Group, is led by Michael Shrimpton, a barrister, and its supporters include Professor Sir Magdi Yacoub, the heart surgeon,

and the granddaughter of company co-founder Sir Henry Royce.

Meanwhile, the European Commission indicated it would not be able to act quickly on a complaint from Vickers against Rolls-Royce, the aircraft engine manufacturer, over the latter's rights to intervene in the sale of the car maker.

Vickers says 1973 licence agreements giving Rolls-Royce, as owner of the name, the right to prevent sale of the car maker to a foreign buyer breach Euro-

pean competition law, while Rolls-Royce maintains the agreements were approved by the Commission.

The Commission said approval was given in 1973 in the form of a "comfort letter", which is not legally binding and is an administrative device to speed up competition decisions.

The dispute over rights to the name could have an important impact on the sale process, which Vickers hopes to complete by March. It fears Rolls-Royce favours BMW in the auction, while

Rolls-Royce insists it is simply protecting its rights to its own name.

Lazard Brothers, the merchant bank managing the sale, is issuing prospectuses to parties regarded as serious bidders, understood to include BMW, Mercedes-Benz, Volkswagen, Toyota and Formula 1 motor racing promoter Bernie Ecclestone.

Vickers remains willing to receive a bid from the British action group. "It is an open sale and we will accept any participation provided it is credible," it said.

"We want to stop it falling into foreign hands," said Mr Shrimpton. "There is tremendous concern among our members about the loss of a famous British company and loss of national prestige. If BMW wins, will there still be a Rolls-Royce?"

The group is writing to all 20,000 Bentley and Rolls-Royce owners to raise funds, as well as seeking institutional finance.

Mr Shrimpton said the group had the support of two large property developers and was talking to potential

backers in south east Asia, the Middle East and Australia.

Vickers insiders, however, felt the group would find it difficult to make the investment in the new model programmes needed to ensure the company's long-term future.

Vickers, which hopes to raise £400m according to City estimates, believes at least £600m of investment is needed on top of the purchase price.

Lex, page 20

LEX COMMENT

Granada

The protest welling up against the large sums paid to Granada's executive directors for slimming their termination packages from three years pay to two if the company is taken over is welcome. Special clauses in directors' contracts featherbedding them in the event of a takeover are dubious to say the least. True, executives could conceivably have less incentive to frustrate bids that are in shareholders' interests if they are protected from the consequences of losing their jobs. But, equally, the prospect of a big pay-out could induce executives to sell out on the cheap.

In Granada's case, actually paying five already well-paid directors £100,000 in compensation for taking away their right to receive full pay three years after a takeover is rich.

For sure, the value of their contracts has been reduced. But no other company of Granada's stature has paid its directors hard cash now for something contingent on an improbable event. Not only does the willingness to take this cash by Gerry Robinson, Granada's chairman, and four others, imply a sense of vulnerability to predators; it is also bad for morale in the less exalted echelons of the company.

Granada's remuneration committee seems to have been sleeping on the job. Given that the interests of directors and shareholders have diverged with this pay-out, the executives would be wise to hand back the cash. Weasel schemes that attempt to set the pay-outs against future bonuses would not be edifying.

US competition restrains Coda

By Christopher Price

Shares in Coda Group fell 12 per cent yesterday after the software group reported annual pre-tax losses of £1.5m (£2.93) well below market expectations.

Coda blamed the "disappointing" losses, which compared with losses of £4.9m and analysts' forecasts of break-even, on competitive market conditions in the US.

The shares closed down 17½p at 126½p.

The company has been developing its US business as part of a strategy to move away from servicing

the mainframe market and developing software for companies' client server networks.

Robert Brown, chief executive, hailed the 22 per cent rise in sales to £141.2m - boosted by a 54 per cent

rise in client server revenues at £28m - as evidence that the strategy was working.

"Our objective is to return to profit in the current financial year," he said. Coda was last in the black in 1995.

Coda is shortly to relocate its US operations to north Virginia, which it described as the "new Silicon Valley."

BOC divestment poses long division problems

BOC's healthcare division

Buyers seem not to want the healthcare unit as a whole, Michael Peal

BOC, the industrial gases group, will do well to raise more than £750m (£1.3bn) from the sale of Ohmeda, its healthcare division, according to analysts.

The price predictions, which in some cases are as low as £500m, are much less than the £800m-£1bn range mooted by analysts last July, when BOC announced its intention to sell the division.

One corporate financier who was involved in the bidding late last year says: "There are four pieces in Ohmeda and nobody wants all of it. That's the reason why it's taking so long."

The healthcare division consists of four businesses: pharmaceutical products, medical systems, medical devices and speciality products.

With the sale process in its final stage, there are few clues to the identity of bidders, although BOC hints it is considering more than one.

"We have good people making us offers for the business and now we are going to talk to them," says Christopher Marsay, the group's investor relations manager.

BOC is selling Ohmeda as part of its strategy of focusing on its core industrial gases business.

The division has been in decline since its patent on Forane, a commonly used anaesthetic gas, expired in 1993.

Analysts suggest the group will struggle to find a single buyer for all four divisions, a factor likely to undermine the price.

Some suggest the initial price estimates were unrealistic. "I don't think BOC have ever conceived it would be near £1bn," says Michael Eastwood, chemicals analyst at Dresdner Kleinwort Benson. "I think they were looking at £500m to £700m."

Mr Eastwood suggests BOC might announce a buyer for Ohmeda at the annual meeting on January 16. At the AGM, BOC will seek authority for its directors to buy back up to 10 per cent of its shares.

Mr Marsay said the AGM resolution was linked to the sale of Ohmeda. "When you know you are going to receive some proceeds in the not too distant future, you need to look at all the options for employing it."

BOC says it is unlikely to use the proceeds to acquire another large industrial gases company.

Lonrho mulls direct offer for Anglo

By Andrew Edgcumbe-Johnson

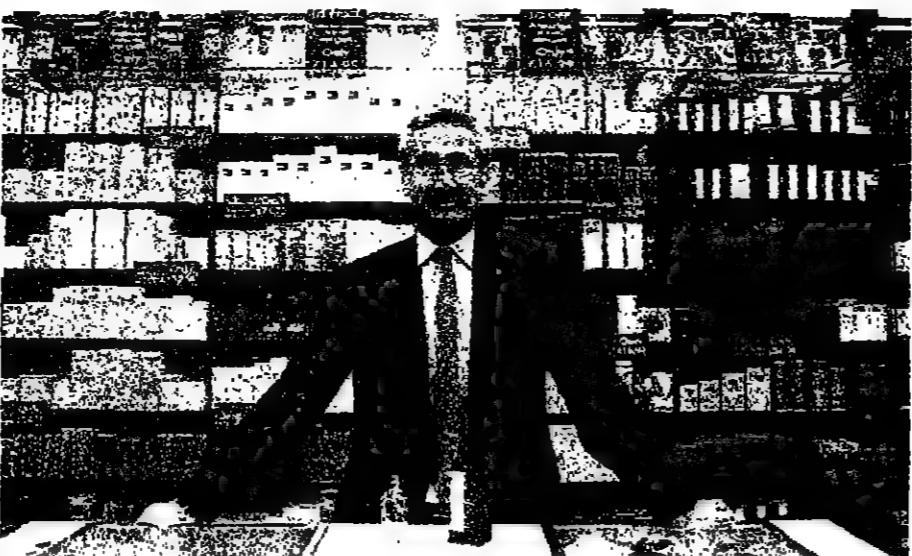
Lonrho is believed to be considering a direct approach to Anglo American Corporation to buy Anglo's 26.1 stake in the UK-based conglomerate. The move would mean scrapping its original ambition of buying the shares back through a takeover of JCI, the South African mining group.

Lonrho's informal offer approach to JCI was dependent on a proposed deal under which Anglo would give JCI the stake in return for JCI's best gold assets, the Western Areas and HJ Joel mines.

However, the JCI/Anglo deal is believed to have encountered resistance from some JCI shareholders, notably Salfite which has 30 per cent of the shares. Some analysts fear it may be jeopardised by last month's board changes at JCI.

Anglo has to dispose of the stake within a year, under a European Commission ruling, and Lonrho is expected to make a direct offer to the South African conglomerate if there is no progress in its talks with JCI.

JCI will hold a board meeting today, at which it is also expected to discuss a dispute with Southern Mining Corporation, the Johannesburg-



Phillip Newton, chairman of The Perfume Shop and managing director of the Merchant Retail Group was among a raft of specialist and smaller retailers who issued positive trading statements after a robust Christmas period. Merchant Retail reported comparable sales 14 per cent ahead of last year for the 13 weeks to December 27. Signet, the jewellery chain reported a 8.3 per cent like for like for the nine weeks to January 3.

WH Smith in talks to sell Waterstone's chain

By Alice Rawsthorn

WH Smith, the retail group, is believed to be negotiating the sale of Waterstone's, one of the UK's largest bookshop chains, to a joint venture between Tim Waterstone, the chain's founder, and the EMI Group.

Mr Waterstone, recently rebuffed in an attempt to take over the entire WH Smith group, is thought to have agreed terms last month to mount a joint bid for Waterstone's with EMI, one of the world's largest

record companies and the owner of Dillons, Waterstone's arch-rival.

Both WH Smith, which had planned to demerge Waterstone's in a stock market flotation this spring, and EMI declined to comment. However, it is understood that terms of the deal, including the price, were agreed before Christmas, and that due diligence is now underway.

If the deal is completed, EMI and Mr Waterstone would be likely to form a new company combining

Waterstone's with Dillons and HMV, the EMI subsidiary which is among the UK's biggest music and video chains. With more than 450 stores, the new company would be one of the largest European-owned retailers of books, music, computer games and videos.

A future option for EMI, advised by SG Warburg, and Mr Waterstone, who is advised by Merrill Lynch and backed financially by the Advent venture capital group, might be to float the new company.

LucasVarity buys rest of Freios Varga

By Andrew Edgcumbe-Johnson

LucasVarity is buying only the voting shares from Varga Participações, the family-controlled owner.

The deal excludes the preference shares, worth an estimated £15m (£20.5m) agreement to buy the 66 per cent of Freios Varga which it did

not already own. The deal comes amid industry predictions that Brazilian automotive sales could fall by about 20 per cent in 1998 because of the country's recent economic turbulence.

However, LucasVarity said: "We are in this for the long term."

LucasVarity is buying only the voting shares from Varga Participações, the family-controlled owner.

The deal excludes the preference shares, worth an estimated £15m (£20.5m) agreement to buy the 66 per cent of Freios Varga which it did

not already own.

The deal comes amid industry predictions that Brazilian automotive sales could fall by about 20 per cent in 1998 because of the country's recent economic turbulence.

Freios Varga, which has

been a joint venture partner of Lucas Industries since 1969, produces light and

heavy vehicle brake components, such as calipers and rotors.

LucasVarity is keen to build up Varga's antilock braking systems (ABS) business.

It plans to use Brazil as an export base for the region, raising export sales from a quarter to a third of

Varga's total output by 2000.

The group had been criticised for having a small presence in Latin America's car market, which is expected to expand at a rate of about 10 per cent a year for the next five years, in contrast to relatively flat markets in the US and western Europe.

Watmoughs points to niche markets

By Andrew Davis

Watmoughs, the printer, yesterday pointed to its strength in growing niche markets as it set out the second plank of its defence against a hostile £185m (£206m) bid from Quebecor Printing of Canada.

The company also said its 1997 profit forecast, due with its final defence document a week today, would be "above our expectations at the time of the interim". James Powell, finance director, indicated there was also likely to be information on the dividend and margins.

The average pre-tax profit forecast by analysts for Watmoughs in 1997 is £18.3m, down from £22.2m in 1996.

The company emphasised that it was not a "commodity printer" and saw its future in adding value by improving its service in specialist markets.

257p to win Watmoughs, with one pointing to 330p as a realistic figure.

Charles Cavell, president and chief operating officer of Quebecor, dismissed Watmoughs' arguments: "If the markets are so wonderful, how come the results have been so poor?"

National Power, the large UK generator, yesterday confirmed that the group and its partners had been awarded the exclusive right to develop a 1,400MW power station in Zimbabwe.

The company said it would invest up to \$400m in a majority equity stake in the project. Its partners would be the Zimbabwe Electricity Supply Authority, ZESA, and Rio Tinto Zimbabwe.

The company said it would invest up to \$400m in a majority equity stake in the project. Its partners would be the Zimbabwe Electricity Supply Authority, ZESA, and Rio Tinto Zimbabwe.

The division has been in decline since its patent on Forane, a commonly used anaesthetic gas, expired in 1993.

Carrefour

SALES, TAXES INCLUDED AS OF DECEMBER 31, 1997

Dec. 97 (in FF millions)	Dec. 97 (in FF millions)	12 months ended Dec. 31 '97* (in FF millions)	% cumulated Dec. 97/ Dec. 96	
GROUP SALES	22,712	8.2	191,365	9.0
FRANCE	12,817	8.3	106,002	4.3

In December, Carrefour opened 8 stores: the 5th, 6th and 7th in Wuning-Shanghai 122,700 square feet, Mian Hua Jie-Chongqing 80,700 square feet and Dragon City Store-Tianjin 64,600 square feet, the 2nd in Hong Kong (Tsuen Wan 54,900 square feet), the 2nd in Turkey (Adana 110,900 square feet), the 17th in Mexico (Monterrey 122,700 square feet) and the 55th and 56th in Spain (Erandio-Bilbao 123,800 square feet and Jerez Norte 110,900 square feet).

SHV Makro N.V.

To bondholders in the following issue: 7.25% Bonds 1995/2005: NLG 325 min

The Trustee has been informed by SHV Makro N.V. that it has sold its European Makro activities, including its minority interests in Metro activities, to Metro AG and that this transaction will not affect payment to bondholders. The principal and interest will be paid when due in accordance with the terms and conditions of the Trust Deed.

January 6, 1998
AMSTERDAM'S TRUSTEE'S KANTOOR B.V.
"Olympic Plaza", Fred. Roeskestraat 123
1076 EE Amsterdam, The Netherlands

Yangming Marine Transport Corporation
Yangming Marine Transport Corporation
Notice to the holder of the outstanding
U.S. \$160,000,000
2 per cent. Convertible Bonds due 2001
of
Yangming Marine Transport Corporation
(the "Company")
NOTICE IS HEREBY GIVEN to the holders of the Bonds that the Company has announced a stock dividend of NT \$1.5 per share with a record date 15th January 1998. In accordance with the provisions of the instrument constituting the Bonds, the Conversion Price has been adjusted from NT \$24.7 per share to NT \$24.7 effective on 15th January, 1998. No conversion will take place during 11th January, 1998 to 15th January, 1998.

9th January, 1998 Yangming Marine Transport Corporation

SHV Holdings N.V.

To bondholders in the following issues:
9% Subordinated Bonds 1991-2002/2006: NLG 149.3 min
8% Bonds 1993/2009: NLG 200 min

The Trustees have been informed by SHV Holdings N.V. that their wholly owned subsidiary SHV Makro N.V. has sold its European Makro activities, including its minority interests in Metro activities, to Metro AG. This transaction will not affect payment to bondholders. The principal and interest will be paid when due in accordance with the terms and conditions of the Trust Deed.

NTM

January 6, 1998
NEDERLANDSCHE TRUST-MAATSCHAPPIJ B.V.
AMSTERDAM'S TRUSTEE'S KANTOOR B.V.
"Olympic Plaza", Fred. Roeskestraat 123
1076 EE Amsterdam, The Netherlands

RESULTS

Turnover (Ecu)	Pre-tax profit (Ecu)	EPS (Ecu)	Current payment (Ecu)	Date of payment	Dividends corresponding to dividend	Total for year	Total last year
Abbey 6 mths to Oct 31	36.9						

MANAGEMENT

Viewpoint • W. Chan Kim and Renée Mauborgne

Building trust

Be fair, then you can be tough



newly appointed chief executive in 1994 was able to earn the trust and voluntary co-operation of the company during this extremely tumultuous time. He accomplished this by means of the three bedrock principles of fair process: continuously engaging people in the process, explaining to them the logic of the actions being taken and why they were essential and setting clear expectations of what employees could expect on the road ahead.

Mr Schulmeyer went out to talk to as many employees as he could. In a series of meetings large and small with a total of more than 11,000 people, he began by painting a stark picture of SNI's position. The company was losing money despite recent efforts to cut costs. Deeper cuts would be needed and every business would have to demonstrate its

visibility or be eliminated. He set clear but tough rules about how decisions would be made. People may not have liked what they heard, but they understood. He then asked for volunteers to come up with ideas.

Within three months the initial group of 30 volunteers grew to an additional 75 executives and 300 employees. Through these agents of change, the group swelled to 9,000 as others were recruited to help save the company.

Ideas were solicited from managers and employees alike and they all understood how decisions affecting them would be made. Ideas would be auctioned off to executives willing to back them with a budget. If no executive bought a proposal on its merits, the idea would not be pursued. Although 20-30 per cent of their proposals were rejected,

employees thought the process was fair.

Despite accumulated losses of DM2bn (2690m), by 1995 SNI was back in the black. Employee satisfaction doubled over two years in spite of the difficult changes.

Contrast this understanding of fair process with the recent closure of Renault's Belgian plant. Many workers first heard on the radio that their plant would be shut down, even though it was one of the most productive in the Renault group. With no engagement in the process, explanation of why it was necessary or clear set of expectations expressed, employees felt disrespected, betrayed and vulnerable. In the absence of fair process, the ensuing strike supported by union members across Europe was not surprising.

Fair process responds to a basic human need. We all want to be valued as people, not as "labour", "personnel" or "human resources". We want to be respected for our intelligence. We want our ideas to be taken seriously. And we want to understand the rationale behind decisions.

To put fair process to work in your company, begin by asking these questions. Do we engage individuals in decisions that affect them by not only asking for their input, but allowing them to challenge the merit of others' ideas and assumptions? Do we provide a sound explanation that allows everyone involved and affected by a decision to understand why final decisions are made as they are and why people's opinions may ultimately have been overridden?

Finally, once a decision is made, do we state clearly the new rules of the game? Although the expectations may be demanding, employees should know by what standards they will be judged and the penalties for failure. What are the new targets and milestones? Who is responsible?

For people to invest their mind and emotion in their organisations, they need to be treated as though they matter. Fair process does that.

W. Chan Kim is The Boston Consulting Group Bruce D. Henderson Professor of International Management at Insead, France. **Renée Mauborgne** is the Insead Distinguished Fellow and Affiliate Professor of Strategy and Management. She is also president of ITM Research.

They are the authors of Fair Process: Managing in the Knowledge Economy (Harvard Business Review, July-August, 1997), on which this article is based.

Tony Jackson questions received wisdom about the benefits of globalisation

Keep the home fires burning

One of the great clichés of management today is the need to be global. The world is shrinking, and the company which stays at home is painting itself into a corner. To be local is to be small, and to be small is to be vulnerable. Get global or die.

Fair process responds to a basic human need. We all want to be valued as people, not as "labour", "personnel" or "human resources". We want to be respected for our intelligence. We want our ideas to be taken seriously. And we want to understand the rationale behind decisions.

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For people to invest their mind and emotion in their organisations, they need to be treated as though they matter. Fair process does that.

The case can also be argued in management terms. The average conglomerate may achieve economies of scale, but it can impose heavy costs on its subsidiaries at the same time. Head office knows less about each business than local managers do, but it imposes its policies regardless. Managers, meanwhile, may spend more time pleasing head office than they do the customer.

The same can apply to a geographically diverse company, even one focused by product. Suppose you are a Paris-based biscuit manufacturer with plants in Canada and Sweden. Just what advantages do those businesses have against Canadian and Swedish competitors? Might you not create value by spinning them off, or selling them and returning the cash to shareholders?

This is not to deny that some global companies are highly successful. But so are some multi-business companies, such

as General Electric or AlliedSignal. In both cases, the burden of proof is on head office to show that the individual businesses are worth more together than apart.

Granted, some industries are naturally more global than others. Oil explorers or mining companies seek their raw materials wherever they are to be found. Coca-Cola and McDonald's sell fizzy drinks or fast food, but an idea of America, which local producers can scarcely duplicate.

At the other end of the scale, take house building. Construction techniques and land purchase vary radically from country to country. A Scandinavian builder seeking to operate in

The question is not whether the global company adds value. It is whether it adds more than it simultaneously subtracts

southern Italy would find previous experience a positive handicap.

Between those extremes, a great deal depends on two things. The global company must be able to transfer relevant knowledge – on manufacturing, marketing or the efficiency of processes in general – from one country to another. And such knowledge must be in short supply among local competitors.

The second of those conditions presents something of a paradox. The economies that most attract global companies are the fast-growing ones: that is, those that are catching up. The faster they do it, the sooner the information gap will close.

In any case, the real question – as with conglomerates – is not whether the global company adds value. It is whether it adds

more than it simultaneously subtracts; whether its efficiencies are greater than its inefficiencies.

The maxim "think globally, act locally" is of relevance here. Today's *July* fledged global company, as opposed to the older-style multinational, aims to minimise its inefficiencies by making its local subsidiaries as autonomous and indigenous as possible.

One such global company, Unilever, reorganised itself some 15 months ago into a regional structure. Where local businesses were once grouped for reporting purposes by product, such as food or detergents, they are now assigned to Latin America, Africa and so forth.

As Unilever emphasises, it is still knitted together by its product expertise. But in the past, the group has been active in slimming down its product portfolio. It is not wholly fanciful to imagine it slimming down its country portfolio in future.

To many managers, this may sound like heresy. The function of a business is to grow, not to fragment. But an older generation of managers would have said just that about the current fashion for demerger. It depends what you are measuring – revenues, or shareholder value.

The UK bank with the highest reputation for shareholder value is Lloyds. This is often attributed to the fact that unlike rivals Barclays or NatWest, it has stayed clear of investment banking or stockbroking. But it is also much more focused on the UK, having reduced global business sharply after the Latin American banking crisis of the early 1990s.

It may be, as some critics of Lloyds argue, that this will ultimately limit its growth, and lead to it being absorbed by some global financial colossus. If so, it will have done an excellent job of realising value for its shareholders. Whether the colossus will have done the same is quite another matter.

Tony.Jackson@FT.com

tition Coda

mainframe market is declining. Software is passing them and the rest is...
Ergo: Ergo is the new name of the company that is taking over the software and services business of the former British Computer Corporation. The new company is called Ergo Software and Services Ltd. It is based in the UK and has offices in the US, Canada, Australia, New Zealand, and South Africa. The company is owned by a group of investors, including the former BCC management and some former BCC employees.

Without fair process, even outcomes that employees might approve can be difficult to accomplish. But with fair process, the most painful and difficult goals can be achieved while gaining the voluntary co-operation of the employees affected.

Consider the case of Siemens-Nixdorf Informationssysteme (SNI), the largest European supplier of information technology. Created in 1990 when Siemens acquired the troubled Nixdorf Computer Company, SNI had cut head count from 32,000 to 25,000 by 1994. Anxiety and fear were rampant in the company.

Yet, Gerhard Schulmeyer, the

THE PROPERTY MARKET

An anchor in the centre

Norma Cohen looks at the importance of flagship stores

Principal anchor store types by country

Country	Department store	Supermarket	Hypermarket	Specialty store
United States	45%	45%	10%	0%
United Kingdom	30%	30%	30%	10%
Germany	25%	25%	25%	25%
France	20%	20%	20%	40%
Canada	15%	15%	15%	60%
Australia	10%	10%	10%	70%
Japan	5%	5%	5%	90%
Other	5%	5%	5%	90%

There's no room in the car for anything else."

A visit to a regional shopping mall, on the other hand, he says, is "a religious experience. In America, people like to separate church and state." It is the leisure-like quality of US shopping that attracts people to shopping malls, not the need to acquire basic necessities.

Moreover, he says, the physical requirements of supermarkets defeat the purpose of a mall. If you have a supermarket, it must offer direct access to the car park. "You need an exit door for a supermarket," he says, "but the last thing you want to do is to let them out until they have walked past the windows of every other retailer."

However, the perceived wisdom in the US is far from universal. According to research by Healey & Baker, it is typical to find supermarkets as anchors in many European countries, including Belgium, Denmark, Germany and Portugal. France shows a preference for a so-called hypermarket anchor.

Yvonne Court, retailing specialist at Healey & Baker, says restricted shopping hours in some European states may be part of the explanation.

Also, the degree to which supermarkets are desirable anchors may depend on the degree of retailing sophistication of the population generally, says Jonathan Tinker, of Chevlenor Properties which specialises in European retail and leisure parks. "The richer economies anywhere will have less focus on basic goods relative to overall consumption," he notes.

In Poland, where the average annual per capita income is \$3,000, a high percentage of expenditure goes on food than on anything else. But in Germany, with income of \$22,000, shopping patterns differ.

Thus, understanding the nature of shopping depends on the socio-economic context in which it occurs. In developing economies, it is a necessary chore and in wealthier ones, a leisure activity. And in the most well-off, it is an art form.

THE PROPERTY MARKET

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INTERNATIONAL CAPITAL MARKETS

Continuing Asian crisis and rate hopes lift prices

GOVERNMENT BONDS

By Simon Davies and
Vincent Boland in London
and John Labate
in New York

Government bond markets moved sharply higher, encouraged by the continuing crisis in Asia and high level statements about the possibility of interest rates easing.

The big falls in the financial markets of Indonesia and Hong Kong encouraged further confidence that the latest Asian miracle will be in the exporting of sustained disinflation to the western world.

The UK Gilts market was particularly strong, as traders reacted to the decision of the Bank of England's monetary policy committee not to move on interest rates.

Yields on long-dated bonds broke through 6 per cent, their lowest since April 1994.

Analysts were quick to draw favourable parallels between the economic environment in the 1960s and the 1990s to suggest that the yield might continue to fall well below its closing level yesterday of 6.015 per cent.

In the mid-1960s the UK enjoyed a period of low inflation, low interest and steady economic growth very much like the environment that

some City analysts insist is around today.

"In terms of inflation, short and long-term interest rates and average returns, the parallels are striking," said Andrew Roberts, gilt analyst at UBS. "There is no reason to suggest that 6 per cent forms anything of a barrier to a further reduction in the yield." Yields hit 5.2 per cent in 1963.

The March future settled 5% higher yesterday at 129.3%, and in the cash market, the adjusted yield spread against 10-year bonds narrowed to 98 basis points. Investors seemed little concerned by the CBI distributive trades survey, which provided fur-

ther confirmation of a bounce in retail sales in December and showed expectations that volumes will pick up this month.

"The supply/demand side is a supporting factor at the longer-end of the market. But we are sceptical about the gilt market," said Paul Abberley, director of Lombard Odier Investment Management.

"The UK's inflation rate is above target, and we believe that there needs to be a significant economic slowdown before it really bites into core inflation."

GERMAN BONDS were also strong performers, helped by weaker than

expected industrial order numbers for November. The March contract in London settled at 105.88, 0.53 higher.

Analysts suggested the Asian crisis could be beginning to bite into Germany's export orders, and exporters have been the main driver of the country's economic recovery.

There are, therefore, growing hopes that interest rate increases are becoming a distant prospect.

Phyllis Reed, director at Barclays Capital, said: "I think that it is time for the yield curve to steepen, with the short-end outperforming."

Ms Reed suggested that

talk of stable interest rates would bring down yields at the short-end of the curve.

The French government employed strong support for a FRIB23m bond auction yesterday, with the 28-year issue three times covered.

The March future in Paris settled 0.44 higher at 101.94, having peaked at 102.64.

ITALIAN BTPs continued

on their upward trend, in

line with European and US

markets. The March future settled at 117.14, up 0.37,

after a record mid-session

high of 117.22. Cash bonds closed at 104.74, up 0.25, but the spread against bonds was marginally wider at 31.

SPANISH BONOS hit a

new peak on the final day of the month, up 0.21 to 105.21, and the Federal Funds rate was at 5.31 per cent.

In a morning release, the producer price index was shown to have fallen 0.2 per cent in December. For the full year the index was down 1.2 per cent, compared with a 2.8 per cent rise in 1996.

The core PPI rose by 0.1 per cent in 1997, after a 0.6 per cent increase in 1996.

"Global deflation pressures are intensifying," wrote Merrill Lynch chief economist Bruce Steinberg in a morning report.

Mr Steinberg warned that although the PPI covers domestically made goods, import prices are falling more rapidly.

Issuers turn from tired dollar sector

INTERNATIONAL BONDS

By Samir Iskandar

Primary market activity remained brisk yesterday, with a saturated dollar sector forcing borrowers to turn to other currencies.

"The dollar is feeling rather tired in the 10-year area," said one banker in London. "Some of the recently-launched 10-year paper is going to have to cheapen up a bit. But the five-year area is looking healthier."

Although conditions in the swap market remained favourable for borrowers, syndicate managers said new deals were unlikely to be well received until the recent supply had been absorbed.

HYPOTHEKENBANK IN ESSEN launched a rare dollar-denominated jumbo Pfandbrief - only the second such transaction to date -

with a five-year maturity. The structure was inaugurated last year by Rheinische Hypothekenbank.

Pfandbriefe are bonds collateralised by large pools of assets, such as mortgages or loans to the public sector.

The deal was "priced to be successful," said the lead managers, Commerzbank and Lehman Brothers.

"As a debut deal, the issuer had to leave a bit on the table for investors," said one banker involved in the launch. As a result, Lehman reported demand for twice the amount on offer, which led to a slight tightening in the spread after the launch.

Other deals in dollars consisted mainly of floating-rate notes and retail-targeted issues with short maturities.

SIEMENS, the German electronics group, launched a rare issue of discount bonds, aimed at retail investors. With a coupon set below current yield levels,

the bonds were priced below their par value. This allows German investors, who are taxed on coupon payments but not on capital gains, to avoid taxation on part of the bonds' total return.

Sterling saw a second long-term issue in as many days. Long-term borrowing in sterling is looking increasingly attractive, particularly after yesterday's fall in the yield on the long gilt to its lowest in three decades.

In its debut issue, NORTHUMBRIAN WATER, a subsidiary of the French conglomerate Suez-Lyonnaise des Eaux, launched £200m of 25-year bonds.

Barclays Capital, the lead manager, said it had been encouraged by Wednesday's successful launch of a similar deal by Prudential, the UK's largest life insurer.

"We felt confident there was still enough demand for long paper in sterling," it said.

New international bond issues

Borrower	Amount m.	Coupon %	Price	Maturity	Rate %	Issue	Book-runner
US DOLLARS							
Hypotheekenbank in Essen	120	5.25%	99.255R	Jan 2003	0.25R	+95/4Nov00/00	Commerzbank/Lehman
Deutsche Bank	200	5.25%	99.255R	Jan 2003	0.25R	+95/4Nov00/00	ABN Amro
CCOCS	200	5.25%	99.255R	Jan 2003	0.25R	+95/4Nov00/00	JP Morgan Securities
Suncorp-Metway	300	6.0%	99.917R	Jan 2001	0.15R	+21/4Nov99/00	Deutsche Morgan Grenfell
L-Bank	250	5.25%	99.675R	Feb 2002	0.225R	+21/4Nov00/00	JP Morgan
Siemens Capital Corp	200	5.0%	99.938R	Feb 2001	0.175R	+15/4Nov00/00	Commerzbank
DE-MARKS							
Export-Import Bank of Japan	800	4.75	99.444R	Jan 2003	0.28R	+20/4Aug02	Deutsche Morgan Grenfell
STERLING							
Northumbrian Water Group	200	6.875	98.61R	Feb 2003	0.26R	+85/4Nov20/21	Barclays Capital Group
FRENCH FRANCS							
Saen-Wuerth L-Fin International	50m	5.875	99.538R	Feb 2010	0.35R	+20/4	DCG Marches/JP Morgan
Bremer Landesbank	2bn	5.775	99.497R	Feb 2008	0.375R	+25/4	Paribas
Habef	1bn	5.74	99.588	Jan 2009	0.40	+25/4	Credit Agricole Indosuez
SWISS FRANCS							
City of Vienna	250	3.00m	102.58	Jan 2004	2.18	+1/4	Bank von Erlen
ITALIAN LIRE							
European Investment Bank	750m	5.50%	98.485R	Feb 2018	0.40R	+1/4	IMI Bank Luxembourg
Eurofin	200	5.5%	99.255R	Jan 2010	0.37R	+1/4	ABN Amro/JP Morgan Secs
Deutsche Bank	150m	5.5%	99.255R	Feb 2010	0.37R	+1/4	Carlo Gatti
PRICO	150m	5.5%	99.255R	Feb 2008	0.37R	+1/4	Crediti Italiani
Robeco Nederlandse	150m	5.5%	99.255R	Feb 2008	0.37R	+1/4	TD Securities
AUSTRALIAN DOLLARS							
GECC	100	5.25	100.555	Feb 2001	1.75	+1/4	TD Securities
CANADIAN DOLLARS							
Toronto-Dominion Bank	100	5.25	99.925R	Feb 2000	0.25R	+1/4	TD Securities
NEW ZEALAND DOLLARS							
Commerzbank	100	5.00	100.555	Feb 2000	1.25	+1/4	Hambros Bank
LB Schweiz-Holstein	100	5.00	100.555	Feb 2000	1.25	+1/4	TD Securities
CHINESE RMB							
Credit Local de France	400	5.125	102.00	Feb 2003	1.875	+1/4	TD Securities
European Investment Bank	750	5.625	101.917	Feb 2003	1.75	+1/4	Kredietbank Int'l Group
PORTUGAL							
Portuguese National Bank	100	5.00	100.555	Feb 2000	1.25	+1/4	TD Securities
WORLD BOND PRICES							
BENCHMARK GOVERNMENT BONDS							
Red date	Coupons	Price	Yield	Day chg	Wk chg	Yr chg	Yr yield
Jan 8	7,000 10,000	97.878 97.104	5.15 4.94	-0.28 -0.12	-0.08 -0.04	-1.18 -1.77	
10/07 10,000 10,131	97.874 97.104	-0.28 -0.12	-0.08 -0.04				
10/07 7,000 10,280	4.29 5.25	-0.06 -0.04	-0.22 -0.20	-0.53 -0.51	-0.53 -0.51	-0.53 -0.51	
10/07 5,628 10,280	5.25 5.25	-0.04 -0.04	-0.26 -0.26	-0.53 -0.53	-0.53 -0.53	-0.53 -0.53	
10/07 4,000 10,320	4.19 5.25	-0.03 -0.03	-0.16 -0.16	-0.53 -0.53	-0.53 -0.53	-0.53 -0.53	
10/07 6,250 10,320	5.25 5.25	-0.03 -0.03	-0.21 -0.21	-0.53 -0.53	-0.53 -0.53	-0.53 -0.53	
10/07 4,750 10,320	4.92 5.25	-0.02 -0.02	-0.13 -0.13	-0.51 -0.51	-0.51 -0.51	-0.51 -0.51	
10/07 7,250 10,320	5.25 5.25	-0.01 -0.01	-0.20 -0.20	-0.51 -0.51	-0.51 -0.51	-0.51 -0.51	
10/07 6,000 10,320	4.85 5.25	-0.01 -0.01	-0.23 -0.23	-0.51 -0.51	-0.51 -0.51		

CURRENCIES AND MONEY

Sterling falls on interest rate decision

MARKETS REPORT

By Richard Adams

The value of sterling fell against the dollar and the D-Mark on foreign exchange markets yesterday, prompting thoughts that the UK currency's bull run has come to an end.

The Bank of England's decision to leave its operational interest rates unchanged aided yesterday's sell-off in Europe. Sterling fell through several support levels against the D-Mark, and closed at DM2.9361, a fall of three pence.

The dollar ran out of steam against the D-Mark, but managed to rise slightly against the yen to Y123.63.

Fears over co-ordinated central bank intervention to defend the yen have receded after Wednesday's inconclusive meeting between Japanese and US authorities.

The Indonesian rupiah -

described yesterday by one analyst as "untouchable" - suffered another violent fall in Asian trading. Talk of a possible moratorium on Indonesia's foreign exchange-denominated debt and political instability there sent the currency to Rp10,700.

In Europe, the Irish pound continued its descent against the D-Mark and towards its central rate in the Exchange Rate Mechanism. The punt is now thought unlikely to be revalued within the system before the launch of the single currency. Yesterday it shed another pence, and closed at DM2.482.

Rumours that the Bundesbank was seen in the market making commercial sales of

■ Pounds in New York

Jan 8 Latest Prev close

2 xmt 1.6105 1.6265

1 xmt 1.6240 1.6240

1 mth 1.6195 1.6195

1 yr 1.5027 1.5027

sterling helped the pound fall by around 1 per cent against the German currency yesterday.

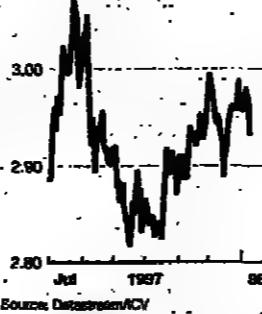
But stronger impetus came from expectations that UK interest rates have little further to go up this year. This was in spite of a survey showing very strong retail sales in December, coming on the heels of a survey showing growing activity in the service sector.

Opinion remains sharply divided - in the City and among UK authorities - over how high, and how fast, rates need to rise. But the Asian situation increases uncertainty. Nick Shrimpton, currency analyst at ANZ in London, said: "The market is now concerned with deflation" as its buzzword.

Three month sterling future contracts rose across the board. Contracts for March delivery settled up by two basis points, and September contracts by three basis points.

Sterling
Against the D-Mark (DM per £)

3.10



Source: Datastream/ICV

Short sterling apparently prices in a further rate rise of 0.25 basis points by March, with rates falling back towards 7 per cent after September.

■ The market seemed geared towards another attack on the Hong Kong dollar's peg to the US dollar. Yesterday, the Hang Seng fell sharply, while three month interbank

lending rates jumped from 12.5 per cent on Wednesday to 14.5 per cent. That suggests prime lending rates could rise.

Elsewhere in Asia, the dollar also strengthened further against the Malaysian ringgit, the Singapore dollar, the Thai baht and the South Korean won - although the Philippine peso staged something of a recovery.

The dollar gained more than 6 per cent against the Malaysian ringgit, 4 per cent against the Singapore dollar, and over 3 per cent against the Thai baht offshore.

"The rates we're seeing for the likes of the rupiah and the ringgit are almost ridiculous. Virtually every possi-

ble outcome must now be priced into these currencies at this stage - anything from outright debt default to military coups," one analyst at a UK bank said.

■ Jacob Frenkel, the governor of the Bank of Israel, said the central bank had spent some \$250m intervening in the currency market, but that this did not alter its foreign exchange policy.

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bility must now be

priced into these currencies at this stage - anything from outright debt default to military coups," one analyst at a UK bank said.

■ The Bank of Israel has indeed intervened in the foreign currency market in recent days. However, interventions such as this do not necessitate a new debate on the Bank of Israel's exchange rate policy," Mr Frenkel said.

The central bank has been buying dollars to stop the shekel from appreciating beyond its trading band. The band is set against a basket of foreign currencies.

It was the first time the

Bank of Israel intervened

since last June.

MONEY RATES										
January 8	Over night	One month	Three months	Six months	One year	Lomb. inter.	Dis. rate	Repo rate		
Belgium	3.1	3.1	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7
France	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.3
Germany	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
Ireland	6.1	6.1	6.1	6.1	6.1	6.1	6.1	6.1	6.1	6.1
Italy	6.2	6.2	6.2	6.2	6.2	6.2	6.2	6.2	6.2	6.2
Netherlands	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
Switzerland	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2
US	5.1	5.1	5.1	5.1	5.1	5.1	5.1	5.1	5.1	5.1
Japan	2	2	2	2	2	2	2	2	2	2

■ 5 LIBOR FT London

Interest: Floating 5.6 5.6 5.6 5.6 5.6 5.6

US Dollar CDs 5.40 5.33 5.40 5.47 5.40 5.40

ECU Linked Ds 4.1 4.1 4.1 4.1 4.1 4.1

SDR Linked Ds 3.7 3.7 3.7 3.7 3.7 3.7

3 LIBOR forward: 1mtr: 5.60; 3mtr: 5.60; 6mtr: 5.60; 1yr: 5.60

All rates are shown for the domestic Money Rate. US CDs, ECU & SDR Linked Deposits (DIs)

Short term rates are for the US Dollar and Yen; others: two day's notice

■ EURO CURRENCY INTEREST RATES

Jan 8

Short term 7 days notice One month Three months Six months One year

Belgian Franc 3.1 3.1 3.1 3.1 3.1 3.1

Danish Krone 3.2 3.14 3.2 3.14 3.14 3.14

German Mark 3.2 3.12 3.12 3.12 3.12 3.12

Italian Lira 6.1 6.1 6.1 6.1 6.1 6.1

Netherlands Guilder 3.1 3.1 3.1 3.1 3.1 3.1

Swiss Franc 1.2 1.2 1.2 1.2 1.2 1.2

Spanish Peseta 3.4 3.4 3.4 3.4 3.4 3.4

UK Pound 5.6 5.6 5.6 5.6 5.6 5.6

US Dollar 5.62 5.62 5.62 5.62 5.62 5.62

Yen 5.62 5.62 5.62 5.62 5.62 5.62

Short term rates are for the US Dollar and Yen; others: two day's notice

■ THREE MONTH PIBOR FUTURES (LIBOR) DM1m points of 100%

Open Sett price Change High Low Est. vol Open int.

Mar 96.24 96.28 +0.04 96.29 96.22 18.499 75.138

Jun 96.08 96.14 +0.05 96.21 96.09 67.785 33.419

Sep 95.96 96.04 +0.06 96.09 95.97 39.584 24.050

Dec 95.78 95.86 +0.08 95.91 95.77 48.858 20.408

■ ONE MONTH EURIBOR FUTURES (LIBOR) DM3m points of 100%

Open Sett price Change High Low Est. vol Open int.

Mar 96.24 96.29 +0.04 96.33 96.24 65.982 36.903

Jun 96.10 96.15 +0.03 96.21 96.09 67.785 33.419

Sep 95.98 96.04 +0.06 96.09 95.97 39.584 24.050

Dec 95.78 95.86 +0.08 95.91 95.77 48.858 20.408

■ THREE MONTH EURIBOR FUTURES (LIBOR) DM3m points of 100%

Open Sett price Change High Low Est. vol Open int.

Mar 96.24 96.50 +0.23 96.50 96.50 500 633

Feb 96.44 96.44 +0.04 96.50 96.50 0 133

Mar 96.39 96.38 +0.03 96.39 96.39 50 100

Apr 95.36 95.36 +0.08 96.36 96.36 0 50

■ THREE MONTH EURIBOR FUTURES (LIBOR) DM1000m points of 100%

Open Sett price Change High Low Est. vol Open int.

Mar 98.38 98.44 +0.08 98.50 98.38 22.077 75.502

Jun 98.23 98.29 +0.05 98.33 98.23 78.43 33.592

Sep 98.13 98.17 +0.08 98.18 98.12 31.47 17.382

Dec 97.88 97.98 +0.07 98.02 97.97 86 28.64

■ THREE MONTH EURIBOR FUTURES (LIBOR) Y100m points of 100%

Open Sett price Change High Low Est. vol Open int.

Mar 98.38 98.44 +0.08 98.50 98.38 22.077 75.502

Jun 98.23 98.29 +0.05 98.33 98.23 78.43 33.592

Sep 98.13 98.17 +0.08 98.18 98.12 31.47 17.382

Dec 97.88 97.98 +0.07 98.02 97.97 86 28.64

■ THREE MONTH ECU FUTURES (LIBOR) Ecu10m points of 100%

Open Sett price Change High Low Est. vol Open int.

Mar 98.58 98.61 +0.03 98.62 98.57 11.981 25.441

Jun 98.52 98.55 +0.02 98.53 98.52 9.933 20.361

Sep 98.41 98.45 +0.06 98.45 98.44 8.065 20.361

COMMODITIES AND AGRICULTURE

Silver falls sharply on big US fund sales

By Kenneth Gooding, Robert Corzine and Gary Mead

Silver dropped sharply yesterday as at least one US fund made big sales in the first hour of New York trading. Dealers said this was in reaction to the producer price index report which showed there was less inflationary pressure than expected building up in the US.

In London, silver closed down 31 cents, or 5 per cent, at \$5.73 a troy ounce.

Silver has been very volatile this year. Traders suggest a syndicate hoped to drive the price up to \$7 or \$8 an ounce. One dealer said yesterday's activity was "fairly frantic."

Directors of the New York Mercantile Exchange, the future market based in Manhattan, have approved the specifications for a new coal futures contract, writes Nick Tait in Chicago.

If the new contract is also endorsed by the US Commodity Futures Trading Commission, this will represent the first time coal has been traded on any futures exchange worldwide.

Nymex, which already trades other energy contracts and has

developed several electricity contracts recently, has talked about introducing a coal contract for several years.

However, there has been debate over the precise nature of the contract, and it has also been dependent on the development of both the underlying cash market and the growth in electricity futures.

The new contract unit will be for 37,500 British thermal units of coal, with delivery set for a facility on the Ohio or Big Sandy rivers.

The drop in silver and reaction to the latest market estimates from the Gold Fields Mineral Services consultancy (see this page) helped push gold below \$280 a troy ounce - a level that had previously held firm as gold fell to 18-year lows. It closed in London at \$279.75.

On the London Metal Exchange prices recovered from recent lows. Three-month zinc prices rose 2.7 per cent to \$1,121 a tonne while lead was up 3.2 per cent to \$361 a tonne.

"Lead prices are being driven higher by technical tightness but, with the US

winter battery season proving to be disappointing, and with stock levels adequate, there appears to be little fundamental reason for lead prices to rally further," said Jim Lennon, analyst at Macquarie Equities.

Oil inched higher but the bearish sentiment that has driven futures prices to 30-month lows continued to dominate crude markets.

Brent Blend for February delivery was \$15.86 a barrel in late trading on London's International Petroleum Exchange, 25 cents up on Wednesday's close. But the rise was seen as mainly technical, with market fundamentals still bearish.

Fear that relatively low prices may persist for some months was highlighted when Iran, the world's third largest exporter, cut the price forecast it uses for budgetary purposes from \$17.75 a barrel to \$16.

Gold hit by central banks' selling

By Kenneth Gooding, Mining Correspondent

Coffee futures jumped on the London International Financial Futures Exchange, the benchmark March contract closing up \$50 at \$1,760 a tonne, having hit a day's high of \$1,770.

Volume was better, at a total of 8,027 lots, partially sparked by increased speculation over the economic problems of Indonesia, one of the world's biggest producers of robusta coffee.

On New York's Coffee, Sugar and Cocoa Exchange coffee's mini-rally continued, with the March contract early reaching 168 cents a pound, though weakening later to 164 cents. 190 cents up on the previous close.

The gold came from producers hedging, short selling by speculators in North America and Europe, and sales by central banks.

Net central bank sales jumped by 64 per cent from the 1996 level to 383 tonnes.

"It was arguably the source of the two major [central bank] sales that were disclosed, by Australia and Argentina, and the accompanying negative statements about gold which did so much to sentiment and price," said Stewart Murray, GFMS chief executive.

GFMS, an offshoot of Gold Fields of South Africa, estimates that gold's use in jewellery, electronics, coins and other fabricated products increased by 14 per cent to a record 3,750 tonnes, well above the supply of newly-mined gold, which was up 2.3 per cent to 2,402 tonnes, also a record.

Mr Murray said: "The actions of the central banks and market perceptions about their attitudes to gold would continue to play the key role in determining prices. "If [central bank] stocks stop being regarded as a huge and threatening overhang, other participants, especially producers, hedgers and investment funds might start taking a more positive view on gold."

Update Two to Gold 1997, from GFMS, Greencoat House, Francis Street, London SW1P 1DH.

Salmon farmers take on the sea louse

By James Buxton, Scottish Correspondent

Scottish salmon farmers have launched an initiative to reduce the damage caused by sea lice, which infest salmon in the floating cages where they are reared and reduce output.

The farmers are being urged to implement a sea louse treatment described as a breakthrough by the Scottish Salmon Growers Association. The association wants the method applied in a co-ordinated way across the industry, which covers the Highlands and Islands from Argyll to Shetland, and employs 5,600 people.

The initiative is part of a new environmental strategy that the association believes will enable the industry to expand in a sustainable way, and secure a better public image for fish farming.

Sea lice are estimated to cost the Scottish salmon industry £12m to £15m a year, compared with annual turnover of £250m (£400m). Infestation can kill salmon and infested farms have to apply chemical treatments several times a year, which is expensive and interrupts the growth of the fish.

The company found that by treating the salmon in



Sea lice cost the Scottish salmon industry £12m to £15m a year, against sales of £250m

March before female sea lice have started breeding produced an 80 per cent drop in fish mortality.

The association is now urging all salmon farms to take this approach and has established 20 areas where salmon management groups are to be set up to monitor the sea louse problem and co-ordinate treatment.

"If this strategy is applied nationally, the effect on the sea louse population will be devastating," said Lord Lindsay, the former Scottish Office environment minister who is vice-chairman of the association. "It should produce considerable economic, environmental and welfare benefits both for farmed and wild fish."

A minimum import price was imposed and growth in Norwegian salmon exports to the EU capped at 10 per cent a year.

However, Scottish fish farmers claim that the effect of the minimum import price has been negated by the impact of the strong pound on UK salmon exports.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Amalgamated Metal Trading)

■ ALUMINUM, 99.7 PURITY (per tonne)

Close 1484.5-85.5 1508-9

Previous 1472.3 1498-9

High/low 1513/1492

AM Official 1478.5-70.5 1503-5

Kerb close 1491-42

Open Int. 283,051

Total daily turnover 81,726

■ ALUMINUM ALLOY (5 per tonne)

Close 1845-58 1865-70

Previous 1840-45 1860-45

High/low 1857-1860

AM Official 1840-45 1860-45

Kerb close 1855-60

Open Int. 5,328

Total daily turnover 1,100

■ LEAD (5 per tonne)

Close 580-2 580-1

Previous 585-3 592-3

High/low 583/582 593/582

AM Official 670-71 737-732

Kerb close 580-81

Open Int. 30,406

Total daily turnover 9,742

■ NICKEL (5 per tonne)

Close 5780-5 5855-65

Previous 5700-10 5800-65

High/low 5780/5800 5820/5800

AM Official 5700-35 5833-40

Kerb close 580-81

Open Int. 56,811

Total daily turnover 20,326

■ ZINC, special high grade (5 per tonne)

Close 1080-9 1120-1

Previous 1087-8 1091-2

High/low 1126/1088 1130/1088

AM Official 5000-05 5305-10

Kerb close 5000-30 5300-30

Open Int. 14,374

Total daily turnover 3,289

■ COPPER, grade A (5 per tonne)

Close 1070.5-1.5 1089-700

Previous 1085-7.5 1092-5

High/low 1092-7.5 1097-7.5

AM Official 1077-7.5 1100-10

Kerb close 1116-20

Open Int. 78,238

Total daily turnover 20,614

■ COPPER, grade A (5 per tonne)

Close 1070.5-1.5 1089-700

Previous 1085-7.5 1092-5

High/low 1092-7.5 1097-7.5

AM Official 1077-7.5 1100-10

Kerb close 1116-20

Open Int. 10,507

Total daily turnover 2,054

■ HIGH GRADE COPPER (COMEX)

Close 1070.5-1.5 1089-700

Previous 1085-7.5 1092-5

High/low 1092-7.5 1097-7.5

AM Official 1066-67 1087-9

Kerb close 1081-92

Open Int. 150,137

Total daily turnover 60,067

■ LME AM Official (5 per tonne)

Close 1070.5-1.5 1089-700

Previous 1085-7.5 1092-5

High/low 1092-7.5 1097-7.5

AM Official 1077-7.5 1100-10

Kerb close 1116-20

Open Int. 14,374

Total daily turnover 3,289

■ HIGH GRADE COPPER (COMEX)

Close 1070.5-1.5 1089-700

Opening Int. 223,904

Last 174,307 418,409

Afternoon Int. 174,494 414,730

Day's High 284.10-294.50

Day's Low 278.00-278.50

Previous 253.10-262.60

Last 100.50-101.50

Lme/London Metal Exchange Rates (5s US\$)

1 month 4.04 6 months 4.01

2 months 4.03 12 months 4.01

3 months 4.02

Silver (5s US\$)

Spot 374.50 606.35

3 months 374.80 604.80

6 months 374.45 602.50

1 year 375.05 597.15

Gold (5s US\$)

Spot 281.50 424.25

3 months 281.80 424.50

6 months 282.20 425.75

1 year 282.80 427.00

Precious Metals (5s US\$)

Close 1478.5-70.5 1503.5-58.5

Previous 1472.3 1503.5

High/low 1478.5-70.5 1503.5-58.5

AM Official 1478.5-70.5 1503.5-58.5

Kerb close 1481.5-71.5

Open Int. 283,051

Total daily turnover 81,726

■ HIGH GRADE COPPER (COMEX)

Close 1070.5-1.5 1089-700

Gold bit
by central
banks' selling

By Kenneth Goods

Mining Correspondent

More than 1,000 tons of gold poured out of the world's main central banks in 1997, mainly responsible for the fall in the gold price.

The Gold Fields Min-

ing's consultancy, the

gold was liberalised in

1996 and came from

funders hedging, short-

ing by speculators in

America and Europe,

sales by central bank

jumped by 64 per cent

in 1996 to 300 tons

It was argued that the

two major new bank

sales by Australia

and Argentina, and the

negative sales by

central bank which

switched to a

"no record" said Steven

GEMS chief executive.

GEMS, an offshore

funds of South Africa

told that gold sales

in the electronics, com-

puter fabricated

increased by 14 per cent

record 3,750 tonnes

have the supply of

mined gold which

is a record.

Mr. Murray said

actions of the central

and market perce-

about their attitudes

could continue to play

a role in determining

prices. "If central

banks stop being re-

sponsible, there will

be a bust and bust

in the market," he

added.

Source 8.50

FT MANAGED FUNDS SERVICE

• FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 873 4378 for more details.

OFFSHORE
AND OVERSEASBERMUDA
(FSA RECOGNISED)

By Kenneth Goods

Mining Correspondent

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1/2

IRELAND
(FSA RECOGNISED)

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LONDON STOCK EXCHANGE

US buyers behind good gains in London stocks

MARKET REPORT

By Steve Thompson,
UK Stock Market Editor

Dealers in London's equity market were caught on the wrong foot yesterday by Wall Street's late rally on Wednesday. The Dow Jones Industrial Average had been exceptionally weak for much of Wednesday's session. It fell in excess of three figures at its worst but rallied with such momentum that it finished only 4 points lower, after a sudden burst of buying by mutual funds.

That mutual fund buying was said to have encompassed many

leading UK stocks listed in the US and led to a big mark-up in those stocks as London opened.

Already lifted by those influences, sentiment in London received two further doses of good news. The Confederation of British Industry's latest survey of distributive trades pointed to a pick-up in retail sales during December, while even more bullish for the market was news that the monetary policy committee had chosen to leave domestic interest rates on hold.

The FTSE 100 index responded to the good news with another sparkling performance, recovering all of Wednesday's losses and more before coming off during

the late afternoon and finishing the day a net 13.0 up at 5,237.1, its sixth positive performance over the past seven trading sessions.

Wall Street opened weakly again yesterday, with the Dow Jones Industrial Average falling more than 100 points shortly after trading commenced in the US.

The demand for UK stocks was seen right across the board, with the FTSE 250 index adding a further 10.9 at 4,880.0. The FTSE 250 has now risen for 8 straight sessions, putting on 182 points or 3.9 per cent.

Similarly, the FTSE SmallCap posted its eighth consecutive gain, moving up 6.8 to 3,245.2,

leaving that index up 85.21, or 2.4 per cent.

The US overnight influences offset further turmoil in far eastern markets, where alarm bells continued to ring, specifically concerning Hong Kong, which fell 3 per cent, Singapore, down 7 per cent, and Jakarta, whose stock market dropped a whopping 12 per cent.

There were mixed views in London about potential short-term moves in markets. The head trader at one of the big European securities houses said he felt the constant stream of new money coming into the market would see London insulated somewhat against any global sell-

off in stock markets. "Big falls in international markets leave London unvalued," he said.

Others took an opposite view, however, pointing out that UK stocks could not ignore downside pressures from global markets.

The turmoil in the Far East and big action in US markets provided a much needed spark to activity in London where turnover in equities topped the 1bn mark for the first time in many weeks, eventually reaching 1.06bn shares by the 3pm cut-off point.

The two former components of British Gas, BG and Centrica, were among Footsie's strongest performers.

BG jumps on US switch

Institutional holders of the old British Gas would have been delighted yesterday as both arms of the former utility traded around the top of the Footsie.

BG rose sharply after one broker executed a very big switch into the stock from Centrica, the other former British gas arm. Dealers said the size of the deal – one block of 17m Centrica shares was seen going through the system – suggested the trade had been carried out on behalf of a US fund. They said it was part of a massive shift of US money across all the UK's internationally traded stocks.

The company's immunity from Asia, the dollar and the oil price, and its heavy liquidity make it one of the market's most attractive defensive stocks. The shares jumped 13% to a new high of 305p on turnover of 18m.

Meanwhile, positive fundamental news in Centrica offset the potential for a slide prompted by the fund's big disposal. Turnover of 37m shares was accompanied by a rise of 2% to 834p in the gas distribution group. Investors bought the stock in reaction to a fall over take-or-pay contracts. The termination of Centrica's contract with Chevron marked the end of a long and expensive battle to

escape supply deals which obliged it to buy gas at above the going rate.

The switch was also said to involve the pharmaceuticals leaders, which also have strong defensive qualities and are cheap compared with their US counterparts.

Glen Wellcome improved 23 to 663p, and Zeneca 6 to 222.6p.

Housebuilders and their suppliers were back in favour after a six-week period when the building materials and construction sectors underperformed the market.

The latest indication of a strong housing market came from Abbey, a small Dublin-based developer. Its strong results statement included a reference to the UK remaining "firm throughout the year" and followed a similar statement on Wednesday from Alfred McAlpine. The news

due out next month. However, Nikko Securities has told clients that the stock looks attractive at a 32 per cent discount to the market, on prospective adjusted earnings.

Nord Anglia Education, a small teaching company, rose 9% to 234p after it highlighted opportunities stemming from Labour's education initiatives.

Recent gloom in the retail sector continued to improve yesterday as the latest CBI survey indicated that Christmas trading was better than had anticipated.

The favourable survey combined with upbeat statements this week from companies such as Burton to boost the sector. Jewellery chain Signet added to the positive sentiment when it revealed that like-for-like sales rose by 8.3 per cent over Christmas. The news

prompted a wave of profit upgrades for the current year from around 552m to 565m.

The shares jumped 3% or 11.76 per cent to 333p, making Signet the best performing FTSE 250 constituent.

Several food retailers also perked up. They included Safeway up 7% to 353p, and Tesco which hardened 2% to 515p. Dealers said several food and general retailers were active in the traded options market.

Among the biotechs, the launch of a new slimming yogurt ensured that Scotia Holdings fattened 22% to 365p.

The potential for further gains was countered by a note of caution from HSBC James Capel, which issued a big review of the biotech sector. It pointed out that the stocks had underperformed the FTSE All-Share by 40 per

cent over the past year and were due for a recovery. But it preferred Peptide Therapeutics, Cortech International and Chiroscience to Scotia. Peptide was steady at 290p. Cortech marginally easier at 181.5p and Chiroscience, which had seen big gains earlier in the week, off 5 at 245p.

Bus and train stocks continued to benefit from their insulation from concerns over Asian markets. Stagecoach was up 1% to 864p while Railtrack rose 5 to 360p.

Securicor, the security group that owns a 40 per cent stake in mobile phone company Cellnet, rose 11% to 325p after US Amro Hoare Govett raised their recommendation on the stock to "undervalued".

T.J. Hughes, the discount department store operator, gained 8% to 130p after reporting a successful Christmas trading period.

Sunderland Football club rose 10 to 385p after announcing that a director has purchased 10,000 ordinary shares at 355p each, representing 0.1 per cent of the ordinary share capital. This builds on gains made by the club's recent strong performance in the cup and league.

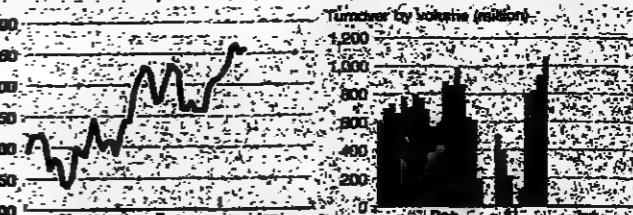
British Thornton, the packaging and warehousing company, fell 2% to 214p after management signalled that the company was considering a change of direction.

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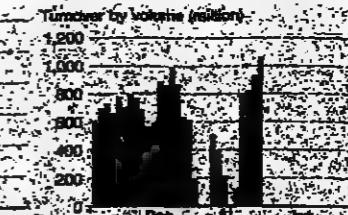
Sunderland Football club rose 10 to 385p after announcing that a director has purchased 10,000 ordinary shares at 355p each, representing 0.1 per cent of the ordinary share capital. This builds on gains made by the club's recent strong performance in the cup and league.

British Thornton, the packaging and warehousing company, fell 2% to 214p after management signalled that the company was considering a change of direction.

FTSE All-Share Index



Equity shares traded



Indices and ratios

	FTSE 100	FTSE 250	FTSE 350	FTSE 500	FTSE All-Share
Open	2,237.1	4,890.0	5,218.0	5,224.0	5,227.1
High	2,265.0	4,910.0	5,237.0	5,240.0	5,237.1
Low	2,216.0	4,860.0	5,195.0	5,212.0	5,216.0
Close	2,237.1	4,890.0	5,218.0	5,224.0	5,227.1
Change	+13.0	+10.9	+5.2	+0.6	+0.1
Vol.	1,053.9	2,052.0	3,059.0	4,059.0	5,059.0
Per cent	+0.5%	+0.2%	+0.2%	+0.1%	+0.1%

Best performing sectors	Worst performing sectors
1 Gas Distribution	1 Extractive Inds
2 Pharmaceuticals	2 Oil Exploration
3 Utilities	3 Household Goods
4 Electricity	4 Diversified Inds
5 Engineering	5 Transport

FUTURES AND OPTIONS

FTSE 100 INDEX FUTURES (LIFFE) £25 per full index point					
Open	5,227.1	5,227.0	5,227.0	5,227.0	5,227.0
Sett. price	5,227.0	5,227.0	5,227.0	5,227.0	5,227.0
Change	+13.0	+10.9	+5.2	+0.6	+0.1

FTSE 250 INDEX FUTURES (LIFFE) £10 per full index point					
Open	4,890.0	4,890.0	4,890.0	4,890.0	4,890.0
Sett. price	4,890.0	4,890.0	4,890.0	4,890.0	4,890.0
Change	+10.9	+10.9	+5.2	+0.6	+0.1

FTSE 100 INDEX OPTION (LIFFE) £25 per full index point					
Open	5,227.1	5,227.0	5,227.0	5,227.0	5,227.0
Sett. price	5,227.0	5,227.0	5,227.0	5,227.0	5,227.0
Change	+13.0	+10.9	+5.2	+0.6	+0.1
Vol.	1,053.9	2,052.0	3,059.0	4,059.0	5,059.0

FTSE 250 INDEX OPTION (LIFFE) £10 per full index point					
Open	4,890.0	4,890.0	4,890.0	4,890.0	4,890.0
Sett. price	4,890.0	4,890.0	4,890.0	4,890.0	4,890.0
Change	+10.9	+10.9	+5.2	+0.6	+0.1
Vol.	1,053.9	2,052.0	3,059.0	4,059.0	5,059.0

FTSE 100 INDEX OPTION (LIFFE) £10 per full index point					
Open	5,227.1	5,227.0	5,227.0	5,227.0	5,227.0
Sett. price	5,227.0	5,227.0	5,227.0	5,227.0	5,227.0
Change	+13.0	+10.9	+5.2	+0.6	+0.1
Vol.	1,053.9	2,052.0</			

Highs & Lows shown on a 52 week basis

WORLD STOCK MARKETS

EUROPE												WORLD STOCK MARKETS												
AUSTRIA (Am 8 / Frs)	1,181	-29,125.00	926.17	1,77.55	Stockh.	879	-1.5	995.75	725.22	184.4	Panair	50	-1.5	78.95	54.31	244.	Asiana	142.50	-150.99	1.11	24.8	10.1	2.5	Santander
Belgium (Am 8 / Frs)	5,045	-105.47	9,195.93	9,275.75	Thyssen	295	-1.5	450.20	241.20	19.15	Petronas	120	-1.5	132.80	78.60	0.272	120.50	150.40	-150.40	1.11	24.8	10.1	2.5	Barclays
Denmark (Am 8 / Frs)	1,125	-1.5	1,125.00	1,125.00	Telecom	250	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	210	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	210	-150.20	1.11	24.8	10.1	2.5	Barclays
Egypt (Am 8 / Frs)	203	-1.5	17.27	202.00	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	200	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	200	-150.20	1.11	24.8	10.1	2.5	Barclays
Finland (Am 8 / Frs)	203.50	-1.5	203.50	203.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	200	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	200	-150.20	1.11	24.8	10.1	2.5	Barclays
France (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Germany (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Iceland (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Ireland (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Italy (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Latvia (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Lithuania (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Norway (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Portugal (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Spain (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Sweden (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Switzerland (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
United Kingdom (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
Yugoslavia (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
EUROPE	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
AMERICA (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
ASIA (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
AMERICA (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
ASIA (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
ASIA (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
ASIA (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1	2.5	Barclays	
ASIA (Am 8 / Frs)	1,087.50	-0.5	1,087.50	1,125.00	1,125.00	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-1.5	1,125.00	1,125.00	1,125.00	Telecom Italia	195	-150.20	1.11	24.8	10.1			

GLOBAL EQUITY MARKETS

US INDICES

Stock	Jan 6	Jan 7	Jan 8	1997/98 High	Low	Stock's High	Low
Standard & Poor's 500	7002.27	7003.22	7075.99	7050.21	6928.31	81.22	
Small Stocks	105.33	105.25	105.38	105.28	105.28	54.98	
Composite	1112.95	1112.82	1120.25	1116.82	1116.82	352	
Technology	1191.15	1172.02	1191.07	1182.27	1182.27	132.33	
Utilities	202.22	201.58	205.85	202.42	202.42	87.72	
D.J. Ind. Avg. (96.75)	7050.27	7050.27	7075.99	7050.27	7050.27	7075.99	
Day's high/low	7715.75	7715.75	7715.75	7715.75	7715.75	7715.75	(Thomson 44)
Day's high/low	7715.75	7715.75	7715.75	7715.75	7715.75	7715.75	(Thomson 44)
Standard & Poor's Composite	904.00	905.00	907.07	905.75	905.75	4.60	
Technology	1112.95	1112.82	1120.25	1116.82	1116.82	352	
Financials	1191.15	1172.02	1191.07	1182.27	1182.27	132.33	
Others	505.18	507.23	512.27	514.81	514.81	4.82	
Auto Comp.	674.28	675.03	681.13	721.28	721.28	54.28	
NASDAQ Cap	1501.70	1501.14	1504.12	1748.05	1748.05	54.07	
Small Stocks	452.73	453.10	457.08	458.21	458.21	122.35	

US DATA

US MARKET ACTIVITY							
* Volume (million)							
NYSE							
Jan 7							
Stocks Traded							
1,041,200							
Bonds							
1,028,200							
Total							
1,039,200							
Amex							
2,000,200							
Nasdaq							
1,030,200							
US MARKET ACTIVITY							
* Volume (million)							
NYSE							
Jan 7							
Stocks Traded							
1,041,200							
Bonds							
1,028,200							
Total							
1,039,200							
US MARKET ACTIVITY							
* Volume (million)							
NYSE							
Jan 7							
Stocks Traded							
1,041,200							
Bonds							
1,028,200							
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US MARKET ACTIVITY							
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Bonds							
1,028,200							
Total							
1,039,200							
US MARKET ACTIVITY							
* Volume (million)							
NYSE							
Jan 7							
Stocks Traded							
1,041,200							
Bonds							
1,028,200							
Total							
1,039,200							
US MARKET ACTIVITY							
* Volume (million)							
NYSE							
Jan 7							
Stocks Traded							
1,041,200							
Bonds							
1,028,200							
Total							
1,039,200							
US MARKET ACTIVITY							
* Volume (million)							
NYSE							
Jan 7							
Stocks Traded							
1,041,200							
Bonds							
1,028,200							

Asian confidence stays rock bottom

WORLD OVERVIEW

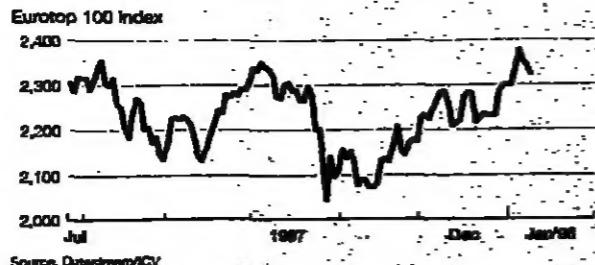
The latest lurch downwards in the Asian markets set the tone for the rest of the globe yesterday, writes Philip Coggan.

Indonesia provided the focus for investors, with political concerns about the future of President Suharto adding to market displeasure with the draft 1998-99 budget, published earlier in the week.

The rupiah plummeted to 10,000 to the dollar (compared with the Rp4,000/8 level assumed in the budget) while the Jakarta stock market fell nearly 12 per cent.

Meanwhile, Hong Kong

European equities



suffered again as short-term interest rates moved higher in response to fears that the currency peg would once more come under attack. Chinese red-chip and H shares also sold off sharply.

Confidence is so low

across the region that, for now, the bottom seems to be nowhere in sight. Overseas institutional money seems unlikely to be committed to the region while the markets

are in free fall. European markets momentarily seemed to shake off the Asian problems in early trading but there was no escape in the afternoon as Wall Street opened sharply lower, in part because of the bad news from the Far East.

The US market was also hit by yet another profits warning, this time from Seagate Technology, the world's biggest disk drive maker. Another strong performance from Treasury bonds failed to bolster equities.

Even though the Bundesbank left rates unchanged, as expected, an early gain in the Frankfurt market turned

into a 1 per cent loss while the FTSE Eurotop 100 index dropped 0.84 per cent.

Goldman Sachs sees some light at the end of the tunnel. In its latest note, the economics/strategy team says: "The mood on Asia has continued to darken over the holiday period, leading to a firmer dollar and rising bond markets."

"However, the chances of policy action to address the situation are clearly rising, notably in Japan."

"Hugely undervalued Asian currencies may stabilize before too long as policy measures are taken and current account positions improve drastically."

Dow slides as Asia fears hit financials

AMERICAS

Financial stocks continued to feel the strain of developments in Asia, but technology shares fared better on Wall Street, writes John Labate in New York.

After losing more than 100 points early in the session, the Dow Jones Industrial Average was down 74.24 to 7,828.03 by early afternoon. The broader Standard & Poor's 500 index also pulled back, losing 5.11 to 868.89.

In the Dow, Boeing lost 1.1% at \$46.74 while J.P. Morgan fell again, down 3.8% at \$108.74.

In the telecoms sector, a report that long-distance leader AT & T planned an \$11bn acquisition of Teleport Communications sent AT & T's shares up 1.1% to \$81.1. But shares of Teleport tumbled 8.3% or more than 6 per cent to \$84.4.

In other merger news, Wednesday's announcement that PhyCorp and MedPartners had cancelled their planned \$6.8bn merger sent both shares lower. MedPartners, which also announced a 1998 profit warning and charges for the fourth quarter of 1997, plunged more than 46 per cent or 83% to \$97. PhyCorp shares were down 5% to \$82.50.

Technology shares were

mixed, sending the Nasdaq composite index up 0.7% at 1,562.49. Semiconductor shares moved higher as Intel rose 1.1% to \$73.14. Networking leader Cisco System's climbed 3% higher at \$56.74.

In the banking sector, large banks continued to move lower as Chase Manhattan lost 3.3% to \$105.45 and Citicorp fell 3.8% to \$119.45.

In the Treasury market, bonds climbed on the release of better-than-expected figures on producer prices. The PPI for December fell 0.2 per cent, and for the year the index was down 1.2 per cent.

The broader market fell prey to a weaker dollar and Wall Street's early slide, and the Xtra Dex index gave up 5.73% to close at 4,933.84.

Against the trend, Siemens picked up DM1.55 to DM111.20 in active trade in a move triggered by its upbeat 1997/98 sales and pre-tax profits forecast for its private communications unit.

SAP climbed DM6 to DM58 after the software group said 1997 sales rose by almost 60 per cent and that earnings per share would be up by more than 50 per cent.

PARIS tipped back below 3,000 on the CAC 40 index, giving up initial gains and ending at 2,917.94 in good volume of 22.6m shares. Banks stayed under severe pressure and Asian worries also dogged chipmaker SGS Thompson.

BNP and Société Générale both extended their losses to more than 13 per cent in two days, sliding FF18.50 to FF23.60 and FF16.60 to FF17.30 respectively.

According to figures published yesterday by Paribas - off FF17 at FF532 - SocGen's lending to South Korea alone totals \$3.2bn.

Usinor continued to slide following "reduce" advice from HSBC James Capel. The broker sees 1998 as the peak year in the steel cycle and has taken a savage knife to 1998 earnings estimates, cutting by 20 per cent.

The steel giant, which

stood at FF134.40 in October, fell FF2.10 to FF79.85. SGS fell FF10.50 to FF34.40.

AMSTERDAM ended 6.68

lower at 925.39 on the AEX index with Hoogovens leading the way down among blue chips.

Broker downgrades at French steel rival Usinor were said to have unsettled the sector and Hoogovens came off FF13.50 or 4.1 per cent to FF11.30. Heineken defied the downward trend as investors sought defensive stocks. The brewer added FF1.40 at FF36.8.

ZURICH ran into profit-taking, which pulled the SMI index back from a high of 8,466.5 to close 9.8 lower on the day at 8,330.2.

Among pharmaceuticals, Novartis climbed to a high of SF2,462 before retreating to close SF176 weaker as the company declined comment on market speculation that it was planning a share buy-back programme.

Swiss Re gave up SF15.60 to SF2,850 as Walter Kielholz, the chief executive, was quoted as saying he could not explain the recent surge in the share price after repeated denials of any major acquisition plans.

MILAN was hit by profit-taking, ending an eight-session record-breaking run.

Analysts said the market needed a pause for breath as recent rises had taken shares to very high levels.

"There is a feeling that share prices are losing touch with fundamentals," said Marco Nascimbeni at Merrill Lynch.

The Mibtel index ended 208 lower at 17,631.

Banking stocks, which have been among the market's best performers in recent days, slipped back as investors took profits.

Credito Italiano lost L248 to L5,880, IMI declined L1,028

and Banca Intesa L1,015.49.

FTSE 300 and FTSE 100

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